

FINANCIAL TIMES

Europe's Business Newspaper

FRIDAY MAY 13 1994

Downturn pushes Fiat to record \$1.1bn net loss

Italian industrial group Fiat announced the biggest loss in its 95-year history, and decided not to pay a dividend on ordinary shares for the first time since 1947. The worldwide economic downturn, in particular in Fiat's core vehicle market, drove the group into a net loss of £1.759bn (\$1.1bn) in 1993, compared with a profit of £551bn in 1992. However, the group pointed to signs of recovery in the first quarter of 1994, and has drawn hope from faint signs of an upturn in the car market. Page 19; Recovery in car sales falters, Page 3

Senate votes to end Bosnia arms embargo The US Senate voted to break the UN embargo on arms shipments to the Bosnian Moslems, adding to pressure on President Bill Clinton to become more aggressively involved in the Bosnian conflict. The House of Representatives still has to vote on the issue. Page 18

Chaos deepens at Africa bank The African Development Bank sank further into chaos as its African and other owners failed to agree on action to combat mounting arrears, poor lending policies and disruptive feuds between senior officials. Page 18; Bank meeting runs into the sand, Page 4; Editorial Comment, Page 17

Chrysler protests over electric cars Chrysler, North America's third largest carmaker, called on California to drop legislation requiring minimum numbers of electric cars to be sold in the state from 1998, claiming that battery technology is insufficiently advanced. Page 7

India delays test before Rao's US visit

India said it had postponed a missile test ahead of a six day visit by prime minister P.V. Narasimha Rao (left) to the United States, but said there was no intention to stop missile trials in spite of pressure from Washington. The US has been pressing both India and Pakistan

to cap their nuclear programmes, but the action has caused a furor in the Indian media and political opposition. Rao is due to meet President Clinton on May 19. Rao tries to build bridge, Page 4

Grand Met discloses £40m cost Shares in the international drinks and food giant Grand Metropolitan fell as the group disclosed that decking in the UK drinks market was likely to cost it £40m this year. Page 19; Lex, Page 18

Business chiefs in US-Japan talks US and Japanese business leaders, frustrated by the lack of progress in trade talks, are planning proposals on how access to Japan's market can be measured and increased. Page 6

Greek socialists in U-turn Greece's socialist government, which has already abruptly reversed its policy against privatisation, plans to reappoint the international investment bankers, Credit Suisse First Boston, it recently accused of demanding excessive fees. Page 3

Bad loans hit Hungarian bank Kereskedelmi Bank, Hungary's second largest commercial bank, plunged to a £468m (\$450m) loss in 1993 after taking a heavy charge for bad loans. Page 19

NEC and Bull discuss Eric Japanese electronics company NEC and Bull of France are discussing sharing the burden of developing a range of computers. Page 6

Foreigners wait to leave Yemen Foreign nationals awaiting evacuation from Yemen gathered at Sanaa airport as fears grew that the civil war would soon engulf the country. Page 4

Bristol-Myers Squibb second largest US pharmaceuticals company, joined the dash for corporate deal-making by buying a 25 per cent stake in German manufacturer Auzpharma. Page 19

Lloyd's Names to borrow on profits Lloyd's Names are to be allowed to borrow against this year's expected profits to help them meet an expected £2.5bn (\$3.7bn) in losses for 1991. Page 9

Crackdown on computer software theft

Local police have raided companies and markets in Spain, Portugal, Italy and Poland during the past month as part of a Europe-wide crackdown on illegally copied computer software. Page 6

Formula One driver injured Austrian Karl Wendlinger, 23, was in a critical condition with a serious head injury after crashing during practice for Sunday's Monaco Grand Prix.

STOCK MARKET INDICES

FTSE 100 3197.8 (-7.3) New York Stock Exchange 1,390.15

Yield 3.47 London 2,491.1

FTSE Eurotrack 100 14,668 (+4.88) Paris 2,491.1

FTSE All-Share 1508.45 (0.23%)

Markets 20,224.24 (474.11)

New York 1,390.15

Dow Jones Int'l 2,367.0 (+27.98)

SFT 2,144.6 (2.126)

SEB Composite 443.8 (4.49)

E Index 90.1 (-7.6)

US LUNCHTIME RATES

Federal Funds 3.1% Long-term Govt Bonds 4.211%

Long Bond 8.04% Yield 7.529%

UK LONDON MONEY

3-mo Interbank 5.1% (5.4%)

Long-term Govt Bonds 10.4% (10.5%)

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TV news with a European identity crisis

David Buchan on the outlook for Europe's answer to CNN of the US

Up a country lane in the village of Ecuy near the south eastern French city of Lyons are 150 people with high ambition struggling to match their high-tech.

As Euronews, Europe's first multilingual satellite TV news channel, set up 16 months ago, their ambition is to be Europe's equivalent to CNN of the US. However, despite a subsidy from the European Union, Euronews overran its budget last year by FF150m, (55.85m) and the deficit this year will be bigger. RAI and RTVE, the Italian and Spanish state TV networks which are two of Euronews's four main shareholders, are dragging their feet on a much-needed capital increase.

Euronews claims to reach an audience of 13.9m households through cable and 57m through terrestrial re-broadcast of its programmes, throughout the continent of Europe and north Africa. It does now, however, face something of an identity crisis, akin to that of Europe itself.

Is there enough of a common European consciousness for its future to lie in continuing to pump out programming - identical in everything but the soundtracks in five languages - 20 hours a day to the whole of its potential market? Or, as another main shareholder, France Télévision, now argues, would it not be better for Euronews to take on more national colouring to suit the big individual European markets?

Certainly, Euronews has no shortage of national material to draw on.

Conceived by the public television members of the European Broadcasting Union, the Geneva-based grouping of 57 broadcasters, it is hooked into the EBU's daily Eurovision auction of programmes, as well as subscribing to the Reuters and WTN television services.

In addition, it can take material directly from its four big shareholders - the fourth is SSR of Switzerland - and 11 smaller ones that now include networks in three north African countries and one from Slovenia, the ex-Yugoslav republic.

But the very breadth of this material makes it hard for Euronews to establish a distinctive personality. Mr Jean-Claude Silvain, Euronews's administrative and financial director, wonders whether "there is such a thing as a European point of view on news" in the way that CNN, even CNN International, often seems to be "the view from Atlanta".

To a far lesser extent, Euronews is the view from Brussels or Strasbourg, home cities respectively of Europe's Commission and Parliament. Euronews broadcasts news on the EU and has a regular magazine programme on EU institutions.

Much Strasbourg coverage has been less than compulsive viewing, and has more to do with the subsidy to Euronews which the EU just doubled to FF150m for this year. Mr Silvain would like to alter the nature of Euronews's relationship with the EU so that "instead of us getting automati-



A scene from Euronews's leading magazine programme, *No Comment*

cally rewarded by Brussels simply for broadcasting in five Community languages, we would be paid for offering a genuine service".

That, however, raises the question of whether, or when, Euronews would have the resources to offer original programming. Mr Peter Vickers, Euronews's English language editor and the man responsible for news and current affairs, says the station will offer its own special programmes on the European Parliament election campaign this month and next.

But Euronews is uncertain whether to try to rise to the challenge of offering pan-European coverage of Euro-election results on the day. "It's obviously a big opportunity for us," says a journalist at Ecuy, "but equally, we could fall flat on our faces."

There is a technical cause for Euro-

nous's relative lack of personality. None of its journalists can appear on camera, for the obvious reason that they cannot speak five languages at the same time. Nor is dubbing possible; as one of the Ecuy journalists says, "it takes 15 seconds to say in German what can be said in English in 10 seconds".

Without "talking heads" to fill in inevitable gaps, Euronews had to make for greater use of graphics than, say, CNN. "Some 20-30 per cent of total output is taken up with tables, charts, maps, election results, or just credits," says Mr Patrick Lefko, its art director.

To fill the gaps in its finances as well as its programmes, Euronews would like more advertising. The company gives no figures on this, but Mr Richard White, Euronews adver-

EUROPEAN NEWS DIGEST

Russia hopes to rein in inflation

Mr Sergei Dubinin, Russia's finance minister, yesterday predicted that the inflation rate would be brought down to between 5 and 7 per cent a month by the end of the year. His comment follows Wednesday's parliamentary approval of a budget which goes some way to meeting the Russian commitment to the International Monetary Fund that it would rein in spending and curb inflation. Inflation has already come down to between 8 and 9 per cent a month from a high last year of nearly 30 per cent.

The Russian parliament has now approved the main budget indicators - including a deficit of Rbs70,000bn (22.2bn), which, Mr Dubinin said, was within the target agreed with the IMF of 10 per cent of gross national product. Mr Dubinin saw this as "a vote of confidence in the economic policies of the government". The minister predicted that the fall in the value of the rouble would be significantly less than forecast when the budget was drawn up, coming at an average of Rbs2,800 to the dollar for the year against the forecast of Rbs3,000. The rouble stood yesterday at Rbs1,888 to the dollar.

Russia should press for inclusion of China in the group of leading industrialised countries, expanding it from a G7 to a G8 to include Russia and China, according to Mr Anatoly Adamishin, first deputy foreign minister. *John Lloyd, Moscow*

Germans curb foreign workers

A crackdown on illegal workers and tax evasion in the German construction industry found that almost 25 per cent of contractors were operating illegally. Raids by almost 3,000 police and customs officers in late April found that foreign workers were paid a fraction of German wages.

In all, 20,000 employers and workers - including some in catering and transport - were questioned in the biggest action of its kind so far, according to the German finance ministry. The raids were launched after complaints from trade unions and employers' organisations about low-paid foreign workers. Employers can be fined up to DM100,000 (240,140) for using illegal workers and over 120 have been taken to court, the ministry said. An Irish construction worker in Bonn said foreign workers were badly treated by middlemen who often disappear with their earnings. The middlemen receive about DM65 an hour for each worker they supply but the workers see only DM30 in the best cases. *Michael Lindemann, Bonn*

Bulgaria invests in N-plants

Bulgaria's National Electricity Company is to invest a further \$200m (134m) to upgrade and increase the safety of four Soviet-designed 440MW reactors at the troubled Kozloduy nuclear power complex. Kozloduy provides 40 per cent of the country's power output and cannot be phased out until alternative power sources are secured.

The National Electricity Company has already spent \$60m upgrading the ageing power plants, which suffered from decades of poor maintenance and from an exodus of skilled workers after the collapse of the communist regime. Two of the four older reactors, dating from the 1960s, were declared unsafe by international inspectors in 1991 and closed for essential repairs before they were re-opened last year.

The European Bank for Reconstruction and Development is managing and co-ordinating a fund for improving safety at Soviet-era plants like Kozloduy. But western companies have been unwilling to play a full role in upgrading such plants until legal issues are resolved. *Anthony Robinson, London*

Portuguese airline lowers sights

Financially troubled national airline TAP-Air Portugal will reduce US-based staff by 40 per cent and close its New York sales office, an airline official said yesterday.

TAP will offer retirement packages to 89 employees in the first phase of a wider cost-cutting programme. The company will also study the possibility of ending service to Boston, Montreal and Toronto and flying only to Newark. The staff reductions and possible route changes would not go into effect before the end of the 1994 summer season, the official said.

In January the airline accepted a government bailout plan that would inject some \$1bn over the next three years. The plan is being examined by the European Union. *AP, Lisbon*

Bids for Turkish N-project

Turkey has received bids from 18 foreign consortia to prepare studies for the country's first nuclear power plant. The US companies include Bechtel Power and Southern Electric. Among other bidders are Belgatom of Belgium, Korea Atomic Energy Research Institute in partnership with Hyundai Engineering, and the Nuclear Power Corporation of India.

The invitation to tender last month coincided with Turkey's worst financial crisis in a decade. However, without more plant capacity, energy officials predict Turkey will face power shortages as early as 1996. *John Murray Brown, Ankara*

Czechs rule out incentives

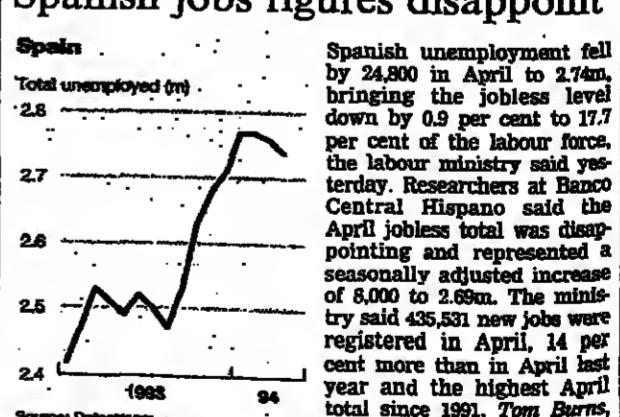
Czech premier Vaclav Klaus yesterday ruled out any further government incentives for foreign investment in the Czech Republic. Speaking at the opening of British electronics maker AVX's tantalum capacitor plant, he said it showed special incentives were not necessary for foreign investment to enter the country. AVX, the British subsidiary of a US electronics component maker which is part of the Japanese Kyocera Group, moved its production lines from Nuremberg, Germany. *Reuter, Lansdown*

Romanian human rights move

Romania has signed a European convention giving its citizens the right of final redress at the European Court of Human Rights in Strasbourg. Mr Teodor Melescanu, foreign minister, described the signing of the 11th protocol of the European Convention on Human Rights as an important step in Romania's moves towards European standards of democracy. Romania has a controversial rights record. Its treatment of its 1.7m ethnic Hungarian and 2m gypsy minorities, as well as its ban on homosexuality, delayed restoration of most favoured nation trading status by the US. *Virginia Marsh, Bucharest*

ECONOMIC WATCH

Spanish jobs figures disappoint



■ Spain's GDP rose at a year-on-year rate of 0.5 per cent in the first quarter of 1994, the first such increase in five quarters, the Bank of Spain's latest economic bulletin said yesterday. It said GDP rose about 1 per cent in the quarter compared with the last three months of 1993. *Reuter, Madrid*

■ The Bank of Portugal yesterday lowered its injection rate to 10.75 per cent from 11.0 per cent and its absorption rate to 9.75 per cent from 10.0 per cent. The Bank also cut its overnight standby facility rate for resident banks to 11.75 per cent from 12.0 per cent. *AP-DJ, Madrid*

THE FIGURES SPEAK FOR THEMSELVES.

(CONSOLIDATED BALANCE SHEET)

1992/93 - % CHANGE

Customer deposits

+ 8.0

Loans to customers

+ 8.7

Net profit

+ 23.5

Total assets

+ 13.2

Shareholders' equity

+ 3.2

The figures speak for themselves: 1993 was another successful year for the Ambrosiano Veneto Group. And if you read on, you can find out why. We continued opening new branches in Italy, bringing the total now to 500. And soon we shall be merging with a well known Sicilian bank.

Our range of products and services has been extended too. Thanks to support from the Group's specialist companies and collaboration with important business associations and a leading insurance company. Improvements in customer service

Parent Bank's figures as at 31st December 1993	
	US\$ m
Customer deposits	15,000
Loans to customers	12,000
Net profit	103
Total assets	25,000
Shareholders' equity	1,200

(Exchange Rate Lira/US\$ as at 31st December 1993: 1,705.97)

have been achieved through restructuring and intense staff training. We're not just a home team either. Abroad, we've achieved very good results from our London branch and our Hong Kong and New York Representative Offices. While new cooperation agreements were struck with

leader banks in Germany and Portugal. Lastly, to wind up 1993, we decided to open an office in Beijing. We could go on, outlining our plans for 1994. But we'd rather let next year's figures do the talking for us.

Head Office: Milan,
Piazza Paolo Ferrari, 10
Tel. (39-2) 8594.1

Banco Ambrosiano Veneto

London branch: 73, Cornhill
Tel.: (44-71) 2207740

Representative Offices: Hong Kong, New York



ITALY'S LEADING PRIVATE BANK

Greek socialists in new privatisation U-turn

By Kerin Hope in Athens

Greece's socialist government, which has already abruptly reversed its privatisation policy by announcing the partial flotation of OTE, the state telecoms company, now plans to re-appoint the same international investment bankers it accused a few months ago of demanding excessive fees.

The decision to bring back Credit Suisse First Boston and J Henry Schroder Wag to handle the sale of 30 per cent of OTE through the Athens stock exchange is due to be announced in the next few days.

The government's choice is all the more surprising as senior socialist officials had earlier dismissed the possibility that CSFB would be recalled. CSFB had been openly attacked over the high fees it commanded as a leading adviser on privatisation to the previous conservative government.

One government adviser said to members of the governing Panhellenic Socialist Movement (Pasok) CSFB "appears an arrogant figure that represents the unacceptable face of capitalism."

"On the other hand, bringing

back the old team is the pragmatic solution. They worked on the listing for several months last year, so we can be more certain of getting the flotation done on time," he said.

The government hopes to realise about Dr300bn (\$1.25bn) from the sale of 30 per cent of OTE. The offering would include an international tranche amounting to 12.5 per cent, to be sold to investors in Europe, the US and Japan.

The economy ministry is anxious for the deal to be completed this autumn, so that a portion of the funds raised can go towards covering a projected Dr500m shortfall in budget revenue. The remainder would be used to upgrade OTE's fixed wire network.

Prime Minister Andreas Papandreou cancelled Greece's privatisation programme immediately after the socialist returned to power at last October's general election.

The conservatives' overall plan to sell 49 per cent of the company, CSFB was advising the government on the sale of a 35 per cent strategic stake to an international telecoms operator, CSFB and Schroders were appointed joint global co-ordinators and lead managers for the flotation of another 14 per cent year-on-year.

The widening revenue gap and the need to raise funds to modernise Greece's public utilities forced the government to

change its policy two months ago.

Since then, confusion has surrounded procedures for appointing an adviser and lead underwriters for the sale. While bids were not formally invited, the economy ministry solicited offers from several international investment banks. Another half-dozen banks are understood to have submitted bids without waiting to be asked.

The ministry's plans for a "beauty contest" to assess bids from a shortlist of contenders, including Paribas, Lehman Brothers, Bear Stearns, Salomon Brothers and S J Warburg, were dropped last month without any explanation.

The government was understood to be looking for a bank that could replace CSFB in selling the international tranche, while retaining Schroders to structure the issue.

Under the conservatives' plan to sell 49 per cent of the company, CSFB was advising the government on the sale of a 35 per cent strategic stake to an international telecoms operator, CSFB and Schroders were appointed joint global co-ordinators and lead managers for the flotation of another 14 per cent year-on-year.

Sales fell last month in 10 of 17 markets across west Europe in contrast to the improvement of the first quarter. In the first four months of the year sales were higher than a year ago in 11 west European markets.

Last month new car demand

remained strong in the four main Nordic countries and most importantly in France, where sales rose by 17.2 per cent year-on-year. The rate of

growth slowed, however, in Spain, as well as in the UK, where consumer confidence has been dented by tax increases.

PSA Peugeot Citroën of France has drawn level with General Motors of the US (Opel in continental Europe and Vauxhall in the UK), in second place in the west European market.

Helped by the strong recovery in new car sales in France and in Spain - it is the market leader in both countries - the Peugeot Citroën group has increased its sales volume by an estimated 11.3 per cent in the first four months this year. It has raised its market share to 12.7 per cent from 11.8 per cent a year ago.

In Germany, the biggest single market in Europe, new car sales fell last month by an estimated 6.3 per cent to 486,000 in the first four months, as Japanese carmakers struggle to keep their prices competitive under the impact of the rising yen.

Japanese carmakers without production in Europe have been hardest hit, with Mitsubishi sales falling by 18.9 per cent and Mazda sales declining by 8 per cent.

Mercedes-Benz increased sales volume by 39 per cent in the first four months of the year, helped by the launch last year of its C-Class executive range, overtaking arch-rival BMW.

Recovery in car sales falters

By Kevin Done, Motor Industry Correspondent

The fragile recovery in west European new car demand was halted last month as sales fell by 1.6 per cent year-on-year to 1.05m, according to industry estimates.

New car sales were higher than a year ago in each of the first three months, but the market was hit last month by a sharp fall in demand in Germany as well as by lower sales in several of the smaller European markets.

In the first four months new car sales have risen by 3.8 per cent to an estimated 4.332m. Sales in the whole of 1993 plunged by more than 15 per cent, the steepest decline of the post-war period.

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NEWS: INTERNATIONAL

African bank meeting runs into the sands

Leslie Crawford reports on an AGM with no agenda that is turning into a slanging match

The African Development Bank's annual general meeting in Nairobi is rapidly degenerating into a slanging match as negotiators from African and western countries - joint owners of the bank - fail to agree how to turn around the institution's ailing fortunes.

As a result of the impasse, there was still no official agenda for the meeting on the penultimate day of the proceedings. Bank governors, undivided speeches in hand, finance ministers and other luminaries from more than 70 countries were beginning to wonder what they had come to Nairobi to discuss.

Negotiators were hoping for a last minute breakthrough to allow some vital decisions to be taken before the meeting ends today.

Two main issues divide donor countries and the African members of the bank how to deal with the mounting arrears owed by impoverished African states and how to improve the efficiency of the chaotic and highly politicised bank.

Donor countries are demanding the clearance of arrears, which total \$700m (£470m) on a disbursed loan portfolio of \$4.4bn, stricter measures of creditworthiness, and time limits to tenure of the bank's president and executive directors, as a price for re-financing the AfDB's soft-loan arm, the African Development Fund.

"The problem of mounting arrears has grown to such proportions that it is now threatening the financial viability of the institution as a whole," Mr Ruud Treffers, the Dutch co-ordinator for the AfDB re-financing negotiations, wrote to the board of governors.

Most African governors agree. "Member countries must clear their arrears to ensure the future sustainability of their own bank," says Mr J. Mtonga, Zambia's representative. "All this talk of African brotherhood should not obscure the fact that if they don't pay up, they will be handing over the bank to the

'All this talk of African brotherhood should not obscure the fact that if they don't pay up, they will hand the bank to non-African shareholders.'

non-African shareholders."

The "African character" of the bank is an issue close to the hearts of the regional governors. African countries own 66 per cent of the bank, which gives them control of bank policy. Some governors, however, believe donor countries are using the lever of soft-loan funds to extract a new equilibrium of power.

Mr Mtonga is against a proposal tabled by industrialised countries that would rank borrowers by their per capita incomes and limit access to AfDB loans to the wealthiest countries which could afford to repay the bank's commercial lending rates. "I do not want to see the Balkanisation of Africa," Mr Mtonga explains.

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Rao tries to build bridge to Washington

But India and US still find it hard to make progress in links, writes Stefan Wagstyl

India's prime minister P.V. Narasimha Rao is due to start a six-day visit to the US tomorrow which will include a meeting with President Bill Clinton and an address to a joint session of Congress.

Both countries want to improve relations, blighted for decades by the Cold War, but are still finding it difficult to make progress despite growing economic ties.

It is a measure of the political distance between Delhi and Washington that this is the first trip by an Indian prime minister since Rajiv Gandhi went in 1987.

The last US president to visit India was Jimmy Carter in the 1970s. The collapse of the Soviet Union, once India's greatest ally, has forced Delhi into a radical reassessment of its place in the world.

So has the decline of socialism,

which has led India to abandon economic autarky and open its economy to global trade and investment. India in the 1990s wants good relations with the west, especially the US, as never before. The US is India's biggest export market and largest source of foreign investment, accounting for 42 per cent of the 1993 inflow of \$2.4bn (£1.4bn).

But Indians do not embrace the US with open arms. Uncle Sam is still regularly burnt in effigy by protesters ranging from farmers to Hindu nationalists. Many Indians suspect the US means to get the better of India, whether in business or politics.

Indians are particularly concerned about Washington's relations with their sworn enemy Pakistan. They argue the US is biased towards Islamabad and against Delhi, citing the military aid given to Pakistan through-

out the 1980s and, in the past year, Washington's controversial plan to deliver F-16 jets to Islamabad in return for a pledge from Pakistan to cap its nuclear weapons programme.

There is also a widely-held belief that perhaps the US does not treat India seriously enough. A 5,000-year-old history, leadership in the anti-colonial struggle and primacy among developing countries has convinced many Indians they deserve more attention in the US than they receive.

Some Indians find it hard to accept that a country accounting for less than 2 per cent of world trade may not merit much international attention in the hard-nosed 1990s.

President Clinton has inadvertently rubbed salt into this wound by failing to appoint an ambassador to Delhi in his 16 months in office. His first nominee, former Congressman Stephen

Solarz, failed to pass the confirmation tests; his second, Mr Frank Wisner, a career diplomat, was nominated only yesterday.

The snub was compounded by a gaffe earlier this year when Ms Robin Rappel, an under-secretary of state, commented about the troubled north Indian region of Kashmir in a way suggesting to many Indians she was questioning India's territorial integrity. She later visited Delhi to clear up the "misunderstanding".

In the past month, nuclear non-proliferation has replaced Kashmir at the top of the agenda. As well as pressing Pakistan, Washington is asking India to cap its nuclear programme. US officials have revived proposals for a regional non-proliferation conference.

But India does not see non-proliferation as a regional issue; if talks are to be held, they must at least include

China if not all nuclear countries, including the US, it says.

Mr Rao's trip to Washington will not resolve differences over non-proliferation or other controversial issues. But Indian and American officials hope it will contribute to better ties by focusing on areas where there are fewer arguments such as the need for more bilateral trade and investment.

Mr Rao is being accompanied by Mr Manmohan Singh, the reform-minded finance minister, and a business delegation. Among the Americans they will meet will be many of Indian origin. One of the businessmen going on the trip says: "It's not as if we have nothing in common with the US. We even have thousands of people who belong to both countries. But when we talk politics we stupidly ignore these things."

Spratly oil contract irks China

China yesterday denounced Vietnam's contract with US oil company Mobil as a violation of Beijing's sovereignty in the South China Sea, but has pledged to settle all disputes peacefully, Renter reports from Beijing.

The foreign ministry reiterated Beijing's claim to the entire area around the Spratly Islands, including an area where Mobil has said it would press on with offshore oil exploration work.

China possesses irrevocable sovereignty over the Nansha Islands and the adjacent waters," Mr Wu Jianmin said, using China's name for the disputed group.

He said the Blue Dragon plot where Mobil wants to explore comes into the area of China's control in the waters "adjacent" to the Spratly. Vietnam says the plot is part of its continental shelf.

The offshore row heated up last month when Crestone Energy of Denver said it had begun seismic surveys in an area immediately east of the Blue Dragon field. Beijing awarded the contract to Crestone in 1992.

Bank Leumi ex-chief 'guilty'

Former Bank Leumi chairman Ernst Japhet was found guilty of fraud yesterday, the 10th executive convicted for a 1993 scandal that cost the government more than \$9bn, Renter reports from Jerusalem.

The Jerusalem district court sentenced the nine others to up to eight months in jail last month. Japhet, 72, was tried separately, having only returned to Israel in January after a long, self-imposed exile to New York. His sentence is due to be imposed next week.

The most intangible problem to be tackled is the question of governance.

Mr Babacar Ndiaye, the bank's Senegalese president, is on the warpath with certain north African members of the executive board. Mr Ndiaye accuses them of interfering with the day-to-day management of the bank.

Mr Pierre Moussa of Chad,

who has served on the executive board for 18 years, alleges that Mr Ndiaye is an emotional man who takes any criticism over the running of the bank as a personal insult.

The six non-African executive directors are, for the moment, backing Mr Ndiaye, hoping he will clear up the administrative mass at the bank before he completes his second five-year term in 1995. There will be few supporters, however, for his re-election.

Editorial Comment, Page 17



An Israeli soldier waves away a woman bearing a Palestinian flag in front of the police station in Jericho yesterday as a large crowd gathered in expectation of the arrival of a group of Palestinian policemen. However the main group of 300 Palestinian police were turned back by Israeli troops at the Allenby Bridge on their way from Jordan. Israeli officers demanded that Palestine Liberation Organisation chairman Yasser Arafat phone Israeli Prime Minister Yitzhak Rabin to give him the names of the 24 Palestinians who will administer Jericho and the Gaza Strip.

World Bank push to improve China environment

By Tony Walker in Beijing

The World Bank plans greater emphasis on environmental projects and education and less on infrastructure, in its lending to China, its largest borrower, Mr Ernest Stern, managing director, said in Beijing yesterday.

The bank would seek to encourage increased private involvement in power generation and other infrastructure projects. Mr Stern told an international business seminar. This would involve more co-financing arrangements.

"Private involvement in infrastructure can bring additional benefits that go beyond finance, including management expertise and new technology, in the globalised economy, those benefits are of increasing importance."

About 40 per cent of the World Bank's \$16bn (£7.5bn) lending programme in China has been earmarked for infrastructure. Lending to China is now running at about \$3bn annually.

Mr Stern said the bank's first big co-financing operation in China for a large power project in Jiangsu province, west of Shanghai, could serve as a model for other such ventures. The Bank provided a \$350m

loan and guarantees for a \$125m syndicated loan facility denominated in eurodollars and yen.

But he warned that much greater attention to the costs of environmental degradation was required not only in China but throughout East Asia.

"Carbon dioxide emissions per unit of GDP in East Asia are three times those of Latin America," he said. "China alone accounts for almost half of total carbon dioxide emissions from developing countries."

Air pollution in some Chinese cities was "chronically bad", less than a third of wastewater was subject to treatment, and an estimated 7m hectares of farmland had been degraded by excessive use of pesticides and fertilisers, he noted.

World Bank concern about the impact of China's rapid economic growth on the environment was reflected in the fact that environmental operations were the fastest-growing element of the bank's lending programme.

Recent loans included \$150m to improve Shanghai's environment and water supply, and \$250m to support pollution control and waste management in Jiangsu Province.

Egypt under fire for prison death

By Mark Nicholson in Cairo

Human rights watch, the Washington-based organisation, has written a strong letter of condemnation to Mr Hosni Mubarak, the Egyptian president, following the death during police detention of a 32-year-old lawyer, Mr Abdel Hameed Madani, who was a member of the Egyptian organisation of human rights (EOHR).

The US organisation called on Mr Mubarak to take "immediate action to discover the circumstances and reasons for Mr Madani's death" and prosecute those responsible.

Mr Hassan al-Alifi, Egypt's interior minister, said Mr Madani "died of an attack of asthma" and it had "nothing to do with torture".

The Egyptian bar association has accused the police of killing Mr Madani saying police subjected him to electric shocks, whipping and set fire to his body. The EOHR said Mr Madani was arrested on April 26 and held incommunicado. They say his family was later informed on May 6 of his death, and that his body had been prepared for burial three days before they were told.

Mr Madani was apparently detained for his contacts with Islamic militants, some of whom he had defended in court. Thousands of fellow lawyers met at the bar association's offices earlier this week to protest at his death.

In its letter, human rights watch says government denial of the use of torture "ring increasingly hollow" in the face of "the accumulated weight of evidence, including scores of forensic medical reports prepared by government-employed physicians who have examined torture victims".

The EOHR says it believes 16 people have died from torture in Egyptian prisons since the start of 1993. It claims that up to 14,000 people at any time are in detention for their alleged contact with or membership of militant groups and that torture of such detainees is "methodical".

Hundreds wait to quit Yemen as fears grow that war will worsen

By Eric Watkins in Sanaa

Hundreds of foreign nationals awaiting immediate evacuation from Yemen gathered at Sanaa airport yesterday as fears grew that the civil war would soon engulf the entire country.

Many Yemenis were fleeing the capital, loading up their possessions and heading for the comparative safety of the countryside. Northern leaders broadcast assurances that they had no intention of bombing the south.

Military advances in Sanaa said yesterday from the north and east had been repelled by southern forces, but they could give no precise details of troop locations or of any further military movements.

British, Chinese, French, Indian, Syrian and US citizens were among those flocking sharply following the explosion on Wednesday of a Scud missile launched by southern forces east of Sanaa. Some 23 people have been reported killed in the blast and many others injured. The target of the attack was apparently a nearby palace belonging to the northern leader, Gen Ali Abdullah Saleh.

Officials in Sanaa claim that the south has now launched some 20 Scuds against targets in the north. Meeting defence officials, President Saleh accused his southern rivals of targeting civilians and vowed retaliation. He repeated his earlier calls for the southern leader, Mr Ali Salim al-Bidh, to surrender, saying that Mr al-Bidh and other southern leaders would receive fair trials.

Fears among the northern population rose sharply following the explosion on Wednesday of a Scud missile launched by southern forces east of Sanaa. Some 23 people have been reported killed in the blast and many others injured. The target of the attack was apparently a nearby palace belonging to the northern leader, Gen Ali Abdullah Saleh.

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He won the friendship of Oman's leaders when it was still paying a marketing premium to Saudi Arabia for handling its oil. In return, he was appointed president of Oman Oil Company. "Deuss showed them he could provide a better return for a lower price," said a western oil trader in Alma Ata.

But the emergence of international dealmakers such as Mr Deuss in the Caspian area, which could become one of the leading oil and gas producing

regions of the world, has complicated negotiations between governments and international oil companies.

Mr Deuss, aged 52, once operated a Citroen dealership in the Dutch city of Nijmegen. But in the early 1980s he began buying oil in the Soviet Union and soon became one of the world's premier oil traders.

Mr Deuss has cultivated close relationships with the leaders of Oman, Kazakhstan and Russia.

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The three Caspian Sea republics - Kazakhstan, Azerbaijan and Turkmenistan - have studied various routes for transporting their energy to the west. Russia is pushing them to follow the route of existing pipelines to its Black Sea port of Novorossiysk, a route that would allow Moscow to retain its monopoly grip on the region's oil supplies.

Kazakhstan and Azerbaijan appear to be succumbing to the pressure. Their favoured route now begins at Novorossiysk, where the crude would be loaded on to tankers. Turkish worries about supertankers passing through the Bosphorus Strait, site of a tanker collision in March, means that the oil might be transferred to a second pipeline to the Mediterranean. It would either traverse the Bosphorus or Turkey's port of Samsun.

Oil dealer's row with Chevron threatens Caspian project

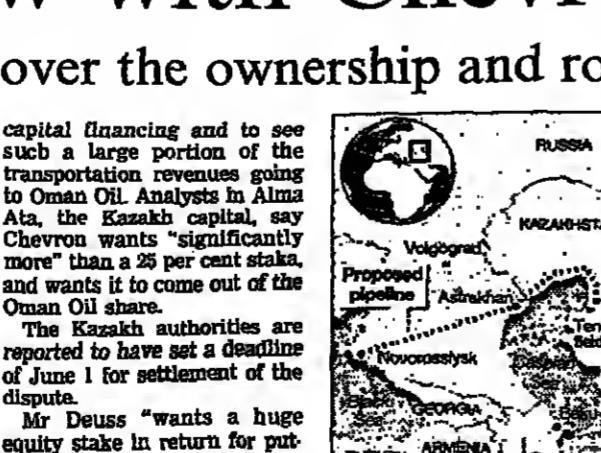
Steve LeVine on differences over the ownership and route of a pipeline from Kazakhstan's vast Tengiz oilfield

A conflict between the US oil company Chevron and the Bermuda-based Dutch entrepreneur once known as king of the world's oil traders, has become the biggest obstacle to construction of an oil pipeline from the energy-rich Caspian Sea to the west, according to western oil analysts.

Chevron plans to spend \$20bn over 40 years developing Kazakhstan's vast Tengiz oilfield, which could be producing 700,000 barrels a day at its peak in 2010.

But problems over the export route for the pipeline and the composition of the pipeline consortium threaten to undermine the largest western-led energy project in the former Soviet Union.

Chevron, however, is reluctant to bear the burden of the



The conflict is not the only obstacle to getting the region's oil flowing. Russia has demanded equity stakes in big oil and gas projects in former Soviet republics, slowing down the completion of contracts.

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It's nothing to do with logic. It's all about love.

In Sweden the average temperature is rather lower than we'd like it to be. And while our summers have a unique kind of beauty we can't pretend they're particularly long or hot.

Nevertheless, at Saab we have always had a passionate love affair with the convertible. It isn't remotely logical. But then, logic never did have anything to do with love. The result is a convertible you might want to take a look at: the new Saab 900 Convertible.

GRABBING THE SUN.

Almost any convertible looks good when the top is down. But at Saab we have a different set of priorities: we also have to make sure it looks good when the top is up. (That's because in Sweden it's rare that the top isn't up.)

And when that fleeting ray of sunshine comes we

can't afford to waste time. We need to get that top down but fast. So we made sure the 900 Convertible's electro-mechanical action works smoothly and efficiently every time. Even at temperatures well below zero.

EAR PROTECTION.

The Saab 900 Convertible's top is also leak-proof and windproof. By which we don't sim-

ply mean that it protects you from the odd drop of gentle rain. We mean it's proof against the full force of the Swedish winter – including the very real hazard of frostbitten ears. Particularly useful if, like us, you do your driving uncomfortably close to the Arctic Circle.

Some convertibles have their back window made of plastic. The new 900 Convertible has one made of glass, complete with defroster. We like it because it keeps out the cold.

You'll like it because it keeps out the noise.

PACK THE SKIS.

Being Swedish, we're dedicated organisers. We like to make sure we start every journey with all the necessary bits and

pieces neatly in place. So we've taken pains to ensure the new Saab 900 Convertible has a wealth of luggage space.

That's why the rear seat folds down and locks into position, giving you enough space to store a couple of pairs of skis.

That's why we made the storage compartment

AT SAAB'S DESIGN
DEPARTMENT WE
LOOK TO NATURE
FOR OUR
INSPIRATION.



for the convertible top out of soft fabric – so you can fold the whole thing away when the top is up.

VERY SAAB.

In our excitement at building our ideal convertible we didn't forget that above all we are building a Saab. So the new 900 Convertible has all the other engineering and styling features you've come to expect.

It has ABS brakes and air bag as standard. Side collision protection in the doors. Seat-belt tensioners. Soft, impact-absorbing interior panelling. Front wheel drive to give you superb road-holding even in the

worst conditions. Intelligently designed crash zones. Even a specially strengthened body designed to withstand one of those regrettable but sometimes unavoidable hazards of driving in Sweden – collisions with wild elks.

Engine options include a 150 bhp 2.3 litre. The all-new 170 bhp V6. And the exhilarating 185 bhp turbo.

And we even throw in a very Saab kind of luxury – the feel and fragrance of real leather upholstery.

FOR PERSONAL REASONS.

At Saab we've had a long-term love affair with the convertible. That's why we can't resist making them, even though conventional business practice dictates that we shouldn't make one at all.

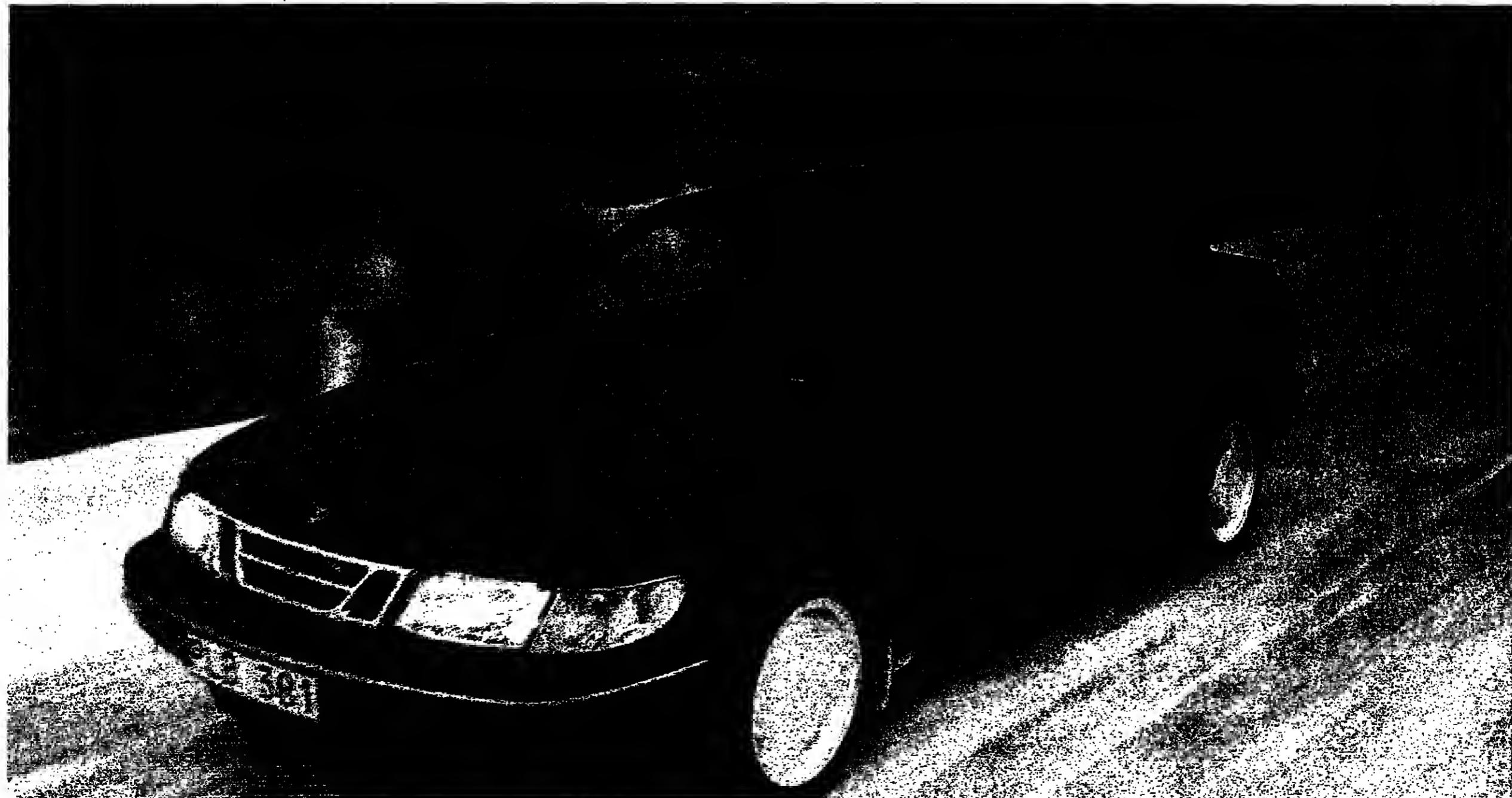
The result is the new Saab 900 Convertible. It's exactly the kind of convertible we always wanted to make. And we hope you're going to love it as much as we do.

Exactly why you might love it is up to you. Every Saab driver has his or her own reasons. We've simply tried to give you as many reasons as we can.

In fact, we have only one regret. We wish we had your weather rather than ours. Then we could put the top down just as much as you're going to.



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Introducing the new Saab 900 Convertible.

NEWS: WORLD TRADE

Private group seeks to break impasse

US-Japan business chiefs in trade talks

By Michiyo Nakamoto and Eniko Terazono in Tokyo

US and Japanese business leaders, frustrated by the lack of progress in the two countries' trade talks, are taking it upon themselves to try to break the impasse.

The Japan-US Business Council, a private sector group representing the leading businesses in the two countries, is planning to put together its own proposals on how access to Japan's market can be measured and increased. They will also consider how the country's perennially high trade surplus can be reduced to more internationally acceptable levels.

Mr Yotaro Kobayashi, chairman of the Japan-US Business Council and chairman of Fuji

Xerox, the office equipment maker, said yesterday he expected that the compilation of a list of ways to measure market access would be a prime candidate for a special task force expected to be set up by the Council in July.

Mr Kobayashi, who was highly critical of the Japanese government's resistance to US proposals on measuring market access, said foreign access to Japanese markets should be evaluated by "objective criteria" which would not need to be a specific number of sales or market share figures.

"If the private sector can really use this process to monitor what is happening much better than the governments," Mr Kobayashi said. He noted that deregulation was 50 per cent a

private sector issue.

"During the past few months (the private sector has) managed to discuss very delicate issues such as insurance and auto parts," he said. Business people have also started to express more loudly their own views and "of the need to change gear in order to be more productive."

The precarious state of the Japanese government also calls for the private sector to step in, Mr Kobayashi indicated.

The government, aware of the short time left before the Naples G7 summit at which the two sides were supposed to reach some agreement on the stalled framework trade talks, has also begun its own lobbying to resume negotiations with the US.

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NEC and Bull discuss link

By Michiyo Nakamoto

NEC, the Japanese electronics company, and Bull of France, are discussing sharing the burden of developing a range of computers, the Japanese company said.

The two companies are negotiating details of a deal through which they would share the development of next generation computers, including mainframes and middle-range machines, NEC said.

NEC has been supplying Bull with mainframes from which the French company has been marketing in Japan on an original equipment manufacturing basis, under its own brand name.

If the latest talks bear fruit, NEC might draw on Bull's

strengths in manufacturing of computer boards and the central processing unit in making next generation models, NEC said.

Such a step would help Bull to reduce the cost of buying mainframes from NEC, while at the same time enable the company to utilise its resources more effectively. It would also help NEC by reducing its development costs.

NEC and Bull are also in negotiation for Bull to sell NEC supercomputers in Europe.

that were under discussion, the company noted.

The agreement, if finalised, would considerably reduce the burden of development for both NEC and Bull, in which the Japanese company has a 44 per cent equity stake.

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Detroit says battery technology can not yet meet Californian requirement

Chrysler protests over electric cars

By John Griffiths

Chrysler, North America's third largest car maker, yesterday called on California to drop legislation requiring minimum numbers of electric cars to be sold in the state from 1998, claiming that battery technology is insufficiently advanced for such cars to be viable.

In doing so, it has formed a united front with General Motors and Ford, which have become increasingly hostile to the legislation in hopes of a battery technology breakthrough in time for the legislation to be met have faded.

During testimony to the California Air Resources Board, which is responsible for setting air quality standards in the state, Chrysler asked for consultants to be brought in to undertake an independent review of battery technology and consider whether the Californian legis-

lation could be complied with. Under the current legislative programme, from 1998 onwards "zero emission vehicles" must make up a minimum of 2 per cent of total sales of each manufacturer selling its vehicles in California, rising to 10 per cent by the year 2007.

While other technologies, such as hydrogen fuels, are also being investigated, battery-powered cars currently are seen as the only means of complying with the legislation. However, all "big three" car makers have encountered serious difficulties in building cars with the 100 miles-plus range regarded as the minimum viable for sprawling Los Angeles - and at a cost even remotely competitive with conventional vehicles.

"We believe California cannot achieve its clean air goals in a cost-effective manner by mandating any technology," Chrysler's manager of environmental regulatory planning,

Mr Gordon Allardice, said yesterday in a statement.

While stressing that Chrysler - like GM and Ford - is not opposed in principle to producing battery-powered cars, the company said in its testimony that the price and range limitations involved meant that it seriously questioned its ability to meet the sales obligations.

Despite the increasingly strident lobbying campaign from Detroit, the air resources board has so far shown no real willingness either to ease or postpone the legislation, given the severe air quality problems facing the Los Angeles basin in particular.

The issue is of great importance to the vehicle industry. This is not only because non-compliance by any manufacturer could theoretically lead to its exclusion from the California market, amounting to 1m-plus units a year, but because other states are seeking to enact similar legislation.

paid-for travel and other freebies.

The spectre of Mr Ross Perot strode through the halls of Congress this week as the Senate, in a mood of uncomfortable self-flagellation, voted 95-4 to ban its members from accepting presents, meals, free travel and sports and arts tickets from anybody who might remotely resemble a lobbyist.

The Senate bill now must be reconciled with one already passed by the House. Congressmen, on average much less wealthy than senators, were also less firmly into self-denial, banning most meals and gifts but permitting

in debate last week several senators said the bill was unnecessary and would harm the Washington restaurant trade and charities willing to pay the expenses of politicians involved in fundraising events, such as galas and golf tournaments.

But the final vote showed how few senators were willing to go on record as opposing a populist demand.

A similar nervousness was shown last month when the Senate only narrowly defeated a bill that would have taken away free parking places at Washington's airports. Almost every senator up for re-election this year

voted to renew this "park". Cynics also believe that by focusing on freebies Congress is creating cover for ducking action on campaign finance reform, reasonably seen as the root problem of the relationship between elected representatives and special interests.

It emerged this week, for example, that the medical and insurance industries had contributed, perfectly legally, no less than \$600,000 this year to the campaign coffers of the 11 congressional subcommittee with jurisdiction over healthcare reform.

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NEWS: UK

The sudden death yesterday of John Smith, leader of Britain's opposition Labour party, has changed the nation's political landscape. With the Conservative government trailing in the opinion polls he seemed well-placed to capture power at the next election. Now Labour must choose a new leader while John Major must reassess his hold on power. Here FT writers look at the candidates for Labour and the prospects for the Euro-elections early next month

MPs see six candidates for leadership

By David Owen

MPs acknowledged yesterday that there were at least six serious candidates for the leadership of the Labour Party.

The party's prospects of avoiding a damaging and highly public tussle between leading figures from its modernising and traditionalist wings do not look good.

In the atmosphere of disarray pervading Westminster yesterday, few MPs were ready to talk openly about the succession contest that will culminate this autumn at the latest.

The front runner - and the candidate the Tories most fear - is Mr Tony Blair, the urbane Oxford-educated lawyer who has made a good fist of shadowing Mr Michael Howard on home affairs.

Mr Blair, a leading moderniser, has succeeded in chipping away at the Conservative party's traditional position as the party of law and order by portraying Labour as the party that is tough on crime and the causes of crime.

But Mr Blair must first convince supporters of Mr Gordon Brown, his modernising colleague, that he and not the shadow chancellor has the better chance of winning the race.

After years when the pair were virtually inseparable, Mr Brown has recently fallen behind in the succession stakes, largely because of what some see as a patchy performance as chief Treasury spokesman.

The leading traditionalist candidate is expected to be Mr John Prescott. His speech at last year's party conference played an important part in ensuring that Mr Smith won

the tense battle to inject greater democracy into Labour's trade union links.

The hasty former transport spokesman would assure strong backing from the union movement if he decides to run.

Many MPs are concerned that a head-on clash between a leading moderniser and a leading traditionalist would be extremely damaging for the party, however.

They hope that Mr Prescott could be persuaded to run only as deputy leader. Certainly, Mr Prescott's installation as deputy leader would be the minimum price demanded by the Labour left in return for allowing a leading moderniser an unopposed tilt at the leadership. A strategy for such a balanced ticket would run around if Mrs Margaret Beckett, the current deputy leader, decided not to run for leader.

Many MPs believe that she could secure her current post if she did this "in the interests of party unity".

Many MPs expect that Mrs Beckett will run, however, in which case the strength of her candidacy will largely depend on how she is seen to have done as interim leader and on Labour's performance in the European elections.

Another potential candidate from the centre-left of the party is Mr Robin Cook, the shadow trade and industry secretary, who topped the poll in the most recent shadow cabinet election.

An outside bet to run is Mr Jack Cunningham, the shadow foreign secretary, who could construct a platform as the "continuity" candidate: the man who would carry on Mr Smith's good work.



Socialist umbrella: John Smith and German Social Democratic presidential candidate Johannes Rau at a gathering of European Socialists last June

Britain in brief



UK insurers urged to defend sector

Mr Michael Heseltine, the president of the board of trade, has urged the UK insurance industry to do more to protect itself against the threat of hostile takeovers.

Merger and acquisition activity is likely to increase again as Europe comes out of recession, Mr Heseltine told the bi-annual dinner of the Association of British Insurers, on Wednesday evening.

"You should be taking steps now to protect yourselves, in the same way that your competitors are already protected," said Mr Heseltine, during a wide ranging speech which examined the international competitiveness of the UK insurance industry.

Insurers faced new competitive challenges and moves were needed "that will enable you to stand against that cold wind which is blowing across the globalised market."

Automotive warning

Up to 20 per cent of automotive components companies in the UK could disappear in the next three years, as the industry undergoes a far-reaching restructuring according to the accountancy firm Price Waterhouse.

Mr Richard Gane, head of the Price Waterhouse automotive group warned that there could be substantial job losses in particular in the Midlands.

The larger first tier suppliers "ought to survive," said Mr Gane, but many of the smaller second and third tier producers, which supply the large components makers, were at risk.

"Already we are seeing a rationalisation in the supplier market. For many smaller suppliers the only hope of survival is through joint ventures and alliances," he told an automotive conference.

Ford cuts price of best-seller

Ford has cut the prices of its best-selling Mondeo car range by £265 in most models. But it is denying motor trade reports that it is planning to scrap its dealers' 10 per cent profit margin on the cars in favour of a simple handling charge.

"Such reports are nonsense," a Ford spokesman declared yesterday. However he confirmed that Ford has told its dealers to cut prices of all Mondeos except the most basic version by £265.

Mr Larry Whitty, the party's general secretary, will be the key figure in the process. He will make a recommendation to the executive about the timing of the election and will act as chief scrutineer.

Each nomination for the party leadership requires the backing of 20 per cent of Labour MPs to be valid.

Mrs Margaret Beckett,

Labor's deputy leader who

will be acting leader until an

election, can choose to remain as deputy, as the first official

opportunity for a challenge to

her position is the autumn

party conference.

Green trust needs £2bn

The Energy Saving Trust, the government-created body to promote energy efficiency, needs to raise nearly £2bn by the end of the decade to meet government targets, according to its business plan, published today.

The 50-page plan, which will be sent to government ministers this morning, will draw attention to the government's growing embarrassment over the lack of financing for the trust.

Sinn Féin ban to stay

A legal challenge to the government's broadcast ban on Sinn Féin, the political wing of the IRA, has been rejected by the European Commission of Human Rights.

The Commission has declared inadmissible an application to charge the government with breaching freedom of expression.

The Commission, which vets all applications to the European Court of Human Rights, has followed an earlier decision that the broadcasting ban is acceptable in the Irish Republic.

The had argued that the Irish ban was effectively removed in January by the Dublin government.

Political figures lead many tributes

By Roland Rudd

Throughout the day, political figures from Britain and across Europe paid tribute to Mr Smith.

Irish prime minister Albert Reynolds described Mr Smith as a man of outstanding ability and stature who had "contributed greatly to the politics of these islands."

Jean-Pierre Cot, leader of the Socialist party in the European parliament said "The best homage we can pay him is to continue his fight for Europe in the weeks and years to come."

French Socialist party leader Michel Rocard, who was among those to have dinner with Mr Smith in London on Wednesday night, said: "I am shocked and stunned. This man loved life, he was joyful."

He added: "He was a fervent European. Europe loses a brave servant and so does Britain."

In Rome, Italian Socialist party leader Ottaviano Del Turco said: "The death of John Smith represents a grave loss not only to the Labour party but also to all parties on the left who looked to the great parliamentary tradition of secular democracy in Britain."

Belgian foreign minister Willy Claes said Europe had "lost a great ally, and the socialist family has lost a great leader. We have lost not just a good friend, but a convinced, and convincing European whose ideas and work sprang from deeply held moral convictions and sense of justice."

But perhaps the most moving tribute came in the House of Commons from Labour's deputy leader Mrs Margaret Beckett. Calling Mr Smith a man of "formidable intellect, the highest ethics and staunch integrity," she recalled his speech the previous evening.

"He was in high fettle and in high spirits. He spoke not from a text, but from notes. And when he sat down I congratulated him, especially on his final sentence."

"Spoke as it was, off the cuff and from the heart, they were almost the last words I heard him say. He looked at the assembled gathering and he said, 'The opportunity to serve our country - that is all we ask'.

"Let it stand as his epitaph," she said.

Major's future seen as more secure by MPs

By Roland Rudd

History is made by accidents. Forty-eight hours ago, few MPs were willing to bet on Mr John Major's leadership. Yesterday it was difficult to find any parliamentarian who did not believe the prime minister would last the course.

The death of John Smith appeared to wipe Mr Major's slate clean. True, there were still one or two rightwing Eurosceptics who warned that nothing, not even the death of the opposition leader, would alter their determination to replace the prime minister.

But they were in a minority. Most Tories saw the death as a rare opportunity for Mr Major and the government.

A senior member of the 1922 backbench committee said: "Lucky appeared to be running out for the prime minister until the news of today's tragedy swept through the House."

But Mr Major's improved standing also owes a lot to the sudden increase in support for Mr Michael Heseltine.

In part, the analysis of Mr Major's strengthened position is based on the assumption

that it would be folly to have a leadership election at the same time as the Labour party.

Whether the race to succeed Mr Smith takes place at a special conference in mid-summer or in the autumn, it would still be uncomfortably close to the November deadline by which the Conservatives have to hold a leadership election if there is a challenge.

With the media's attention fixed on Labour, Tories believe they ought not to create distractions. Many hope that the Labour election will bring out the divisions that Mr Smith so successfully masked over.

Sir Rhodes Boyson, a senior backbencher, asked: "Will the face of moderation outlive the sad death of Mr Smith?" Mr John Watt, another Tory backbencher, readily conceded that Mr Smith's great achievement had been to make the Labour party electable.

But Mr Major's improved standing also owes a lot to the sudden increase in support for Mr Michael Heseltine.

It was not just Mr Heseltine's envoys who were signalling the end of his ambitions. A significant number of his supporters were equally downcast.

"Regardless of Michael's fitness," said one friend, "I fear the party will never elect him. John Smith's death has transformed the situation."

Some supporters of Mr Kenneth Clarke, chancellor, found it difficult to conceal their relief that the chances of a leadership election - in which Mr Heseltine would have been favourite - had receded. One parliamentary private secretary said: "Labour's loss is John Major's gain."

Revised election rules may favour modernisers

By Robert Taylor

Labour's modernisers - Mr Tony Blair and Mr Gordon Brown - look likely to benefit from the new system for electing the party leader.

The procedures which came into force last year replace a system under which union barons wielded hundreds of thousands of block votes and constituency activists fixed their choice in smoke-filled rooms.

Instead, Labour's elected representatives, party members and trade union members who pay the political levy who will vote by ballot in three sections, each holding a third of the vote:

• About 264 MPs and 45 MEPs.

• About 250,000 individual members of the party, who will vote in a postal ballot.

• The estimated 4.5m political levy-payers in the unions. Each union will ballot levy-paying members and the result will be aggregated into

a national total at the Labour party's headquarters.

Union leaders will be able to recommend and campaign for a favoured leadership candidate, but under the new system of secret ballots, they will not be able to apply the kind of pressure they often exerted.

Both Mr Blair, Labour's employment spokesman, is a clear favourite among many union leaders, their officials and shop stewards but they may not speak for members in expressing that preference.

Both Mr Blair, Labour's home affairs spokesman, and Mr Brown, shadow chancellor, may have less support inside union organisations than Mr Prescott, but either of them could look more attractive as general election winners to the wider party membership.

Opinion is divided over when the election should be held. Theoretically it would be possible to hold the contest quickly. "We could send out ballot papers to our levy-payers tomorrow," one senior union official said.

Labour need not wait until its annual conference in the autumn to elect a new leader, and the election does not require the calling of a special conference.

The timing of the election will be decided at a meeting of the party's National Executive Committee, probably after the European elections on June 9.

Mr Larry Whitty, the party's general secretary, will be the key figure in the process. He will make a recommendation to the executive about the timing of the election and will act as chief scrutineer.

Each nomination for the party leadership requires the backing of 20 per cent of Labour MPs to be valid.

Mrs Margaret Beckett, Labour's deputy leader who will be acting leader until an election, can choose to remain as deputy, as the first official opportunity for a challenge to her position is the autumn party conference.

Political shock waves rock left and right alike

Philip Stephens considers how the Labour party may approach the challenge of finding a new leader

self-destruction, Labour had begun to persuade itself that after 16 years in the wilderness power was at last within its grasp.

Even those among the party's modernisers who were occasionally frustrated by Mr Smith's careful, cautious approach to remaking the party's policies were impressed by his growing appeal to the electorate. MPs on the unreconstructed left saw him as more radical than he was perceived as the outside world. They were impressed by his ability to fight them without rancour.

In an opinion poll a few weeks back nearly two-thirds said he would make a good prime minister. A Tory cabinet minister yesterday offered the same judgment.

But Mr Smith left unfinished the task of returning the Labour party to electability. Mr Neil Kinnock's legacy after the 1992 general election was a party which had dumped most of the ideological baggage which it had carried through the political wilderness but had yet to rediscover an identity.

After the 1992 general election Mr Smith pressed on with the programme of reform. Tax and spending pledges were quietly dropped, the leadership confronted the trades unions over one-member-one-vote (OMOV) elections for Labour parliamentary candidates. The choice will be posed starkly

in the forthcoming leadership contest. Mr Smith's colleagues were understandably reluctant yesterday to talk openly about the succession. The formal contest anyway will be deferred until after the European elections. But no-one doubted the contestants.

Mr Blair and Mr Brown are the candidates of the modernisers. They are firm friends as well as political allies. The presumption - though it is no more than that - is that they will agree between themselves on a single candidacy.

Among the party's MPs, Mr Blair was quickly emerging as the favourite. He is just 41 years old but has already displayed formidable political talents. A public schoolboy, he has undoubtedly voter appeal. Labour MPs on the left of the party are less antagonistic towards him than might be expected.

But Mr Brown has worked hard to win friends in the constituencies. He should secure the backing of the powerful Scottish contingent of Labour MPs. He is not loved by trades union leaders but may have made fewer enemies on the ground than Mr Blair.

Facing them from the soft left, or traditionalist, camp are Mr John Prescott and Mr Robin Cook.

Both have strong followings among party activists and trades unionists. The choice will be posed starkly

in the shape of the leadership contest emerges. But the choice will not go away. Labour must decide if it wants to govern.

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Creditors are only entitled to receive 5p in the pound.

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THE PROPERTY MARKET

The reluctant house-hunter

Vanessa Houlder on ICI's search for new headquarters

Few London buildings exude the sense of corporate self-confidence than the neoclassical monolith of Imperial Chemical House at Number Nine Millbank, headquarters since 1926, of one of Britain's biggest industrial companies.

The pomp of the stone and granite exterior is matched by the grandeur of its ultra-modern interior.

A £30m refurbishment in 1988 replaced the original oak-panelled corridors and rabbit-warren of offices with a set of wall-to-floor glass offices arranged around a transparent atrium.

A sense of corporate identity is stamped on the building by a huge atrium carpet made from ICI-produced fibres and the vibrant, modern oil paintings, commissioned for ICI, which line the walls.

Given the strong sense of identity associated with the building, it is poignant that ICI has now decided to move to smaller and cheaper premises. ICI's headquarters staff numbered 2,000 two decades ago.

Now, following decentralisation, retrenchment and the demerger of Zeneca, ICI's bioscience offshoot which has moved to new premises, there are only 240 people based at Millbank. By the end of 1995, the figure will have been reduced to 150.

ICI's decision to rethink its occupancy of the Millbank site is being mirrored by similar cost-cutting decisions on property at its subsidiaries throughout the UK.

Since ICI has set itself targets on return on capital of at least 20 per cent, it needs to make its assets work. In addition, restructuring, job cuts and disposals of non-core and under-performing businesses have

added to the backlog of property problems to be solved.

The job of overhauling ICI's portfolio of 400 properties and 30,000 acres of land has fallen to Mr Andrew Sturt, a former developer who became a consultant to ICI in October 1991, following Mr Ronnie Hampel's appointment as chief executive.

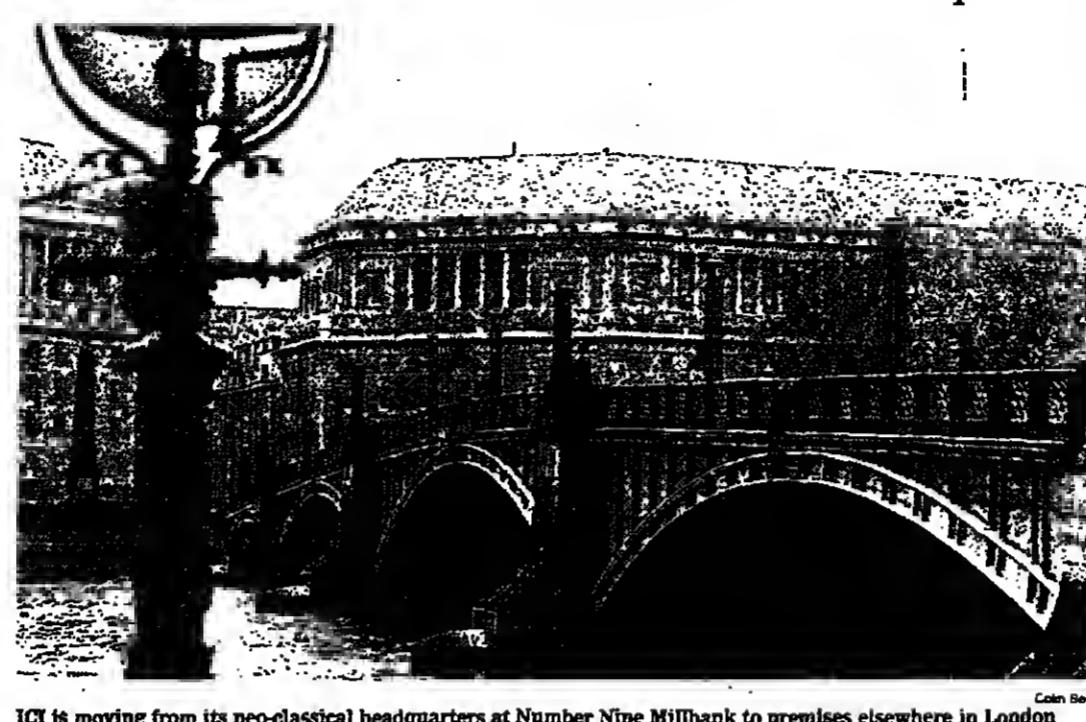
Mr Hampel's decision to appoint a property consultant reflects the view at ICI that there was an insufficient awareness of the importance of property. Mr Hampel believes property should be viewed as an asset, rather than as a resource.

For the past decade ICI has operated without a group property manager and decisions relating to property have inevitably been handled on an *ad hoc* basis.

"There was a lack of a property dimension in decision-making," says Mr Sturt.

Such an approach had its drawbacks, principally a lack of flexibility. ICI would build premises in locations which appeared to be cheap. However, the premises were often unsuitable for occupation by another tenant, which made them difficult to dispose of once ICI had ceased to require them. "It is a burden that was totally unnecessary," says Mr Sturt.

Recession, the decline of manufacturing industry and, in some cases, the contamination of land has exacerbated the problems of disposing of property in difficult locations. In Harrogate, for example, ICI owns a large expanse of vacant offices, laboratories and 70 acres of



ICI is moving from its neoclassical headquarters at Number Nine Millbank to premises elsewhere in London

land on a site that was formerly the headquarters of ICI Fibres.

The difficulty in cases such as these is in obtaining planning permission for a change of use for the site. The scale of recent job losses in Harrogate has made the local authority reluctant to allow a

change of use for land that was previously used for employment generating purposes.

Sometimes, circumstances change with time and a problematic property can become valuable. Near Bristol, for instance, ICI owns 1,500 acres of surplus land on a site

acquired in 1957 to accommodate a petrochemicals plant. The plant occupies 370 acres, while the remainder of the land, which was originally earmarked for the expansion of the plant, has so far been unused.

But the construction nearby of

the second Severn Crossing and the addition of an intersection to the M49 motorway could make the site valuable.

ICI will seek planning permission later this month to build 21m square feet of warehouses on a third of the site. It intends to seek institutional partners to build the warehouses, which will be up to 300,000 sq ft in size.

In other cases, it is hard to imagine anything that could add value to a site. In Dumfries, Scotland, ICI owns a 100,000 sq ft office building, built in the 1960s. Only a handful of people occupy the building and ICI has little chance of finding new tenants given the poor local demand for offices.

In the case of the Dumfries building, the decision to locate a business in an out-of-the-way spot dates back to a decision taken during the second world war to find a manufacturing location beyond the reach of German bombers. But many of ICI's surplus premises stem from more recent decisions.

In Welwyn, for instance, ICI is trying to dispose of a four-year-old, 120,000 sq ft building that was built to house the headquarters of its films division. Following restructuring and relocation, only a handful of people now occupy the building. "As soon as the headquarters was completed, the rationale for it had gone," says Mr Sturt.

A similar situation, on a larger scale, has arisen with ICI's group headquarters at Millbank. The

building has several unused floors as a result of ICI's restructuring and, in particular, the demerger of Zeneca.

However, sub-letting space at Millbank is not a viable solution. The building's design offers insufficient privacy if shared by two companies, company.

Instead of sub-letting the surplus space, ICI plans to find itself new premises, obtain a new tenant for the existing premises and then sell its Millbank building, together with two adjacent buildings it owns that are let to the government.

Finding new premises is proving difficult, given ICI's intention to remain close to the City and Westminster, its need for car parking spaces and its insistence on easy access for visitors.

Mr Sturt has been unimpressed with the 100 buildings he has seen so far. "What is in the market at the moment is disappointing," he says.

The problem of property disposal highlights the question of whether corporate buildings should be owned or leased. The case for owning production plant is strong, for example, because of the necessity to invest large amounts of capital in specialist equipment.

For other types of property, such as offices, however, there is a strong case for renting, rather than owning property. "With the pressure on the businesses to achieve a 20-30 per cent return on capital, it is crazy to be investing in a low-yielding property asset. It is putting a millstone around the neck of businesses," says Mr Sturt.

"Planning for business is relatively short term compared with even a decade ago," he argues. "There is no point in investing in premises for ever."

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MANAGEMENT

Competition, recession and poaching: Tim Dickson on the challenges facing one of the world's best-known business schools

Keeping ahead of trends

More than 3,000 managers participate in short management programmes at Insead each year. So a big challenge for the school is to respond to changes in the executive education market. Armand De Meyer, associate dean responsible for executive education, identifies the following trends:

- An enormous demand for internationalisation, or developing managers with an international view. "This doesn't just mean going on an international assignment, but being aware that the world abroad is not the same as the one you have at home."

- A shift of interest away from "grooming the directors of the future, improving individuals", towards programmes which "transform the whole organisation". It is this trend which explains the popularity of tailor-made or "company specific" programmes at the expense of "open programmes" (ie open to all-comers). De Meyer believes this is not necessarily a permanent change.

- The growing sophistication – and seniority – of people in charge of human resources in companies. One result is that companies "are more demanding".

- The need for action-orientedness. "Looking at the old brochures, executive education used to be more about broadening the perspective. Participants want that today too, but they also want teaching which is relevant to what they will be doing next week."

- The impact of delayering, or the thinning out of management tiers. "Business schools have been preaching this, but in a way we are victims of our own success."

As well as fewer managers to train, schools have to find ways of helping managers who move horizontally across organisations.

- Partnerships. Insead has run a course for Hewlett-Packard and its dealers, and is exploring the idea of organising programmes for companies and their suppliers (the idea being that there could be more impact if individuals across the "value chain" are involved).

The story goes that there were three reasons why Insead's founding fathers chose Fontainebleau as the site for an international business school in 1959. The nearby Nato headquarters meant that the area had the sort of infrastructure which would appeal to an international clientele; Orly airport was within half an hour's drive; and the centre of Paris was a mere 70 kilometres away.

As it happened, Nato quickly moved to Brussels, Charles de Gaulle subsequently became established as France's international airport, and modern traffic conditions turned the journey from school gate to Arc de Triomphe into a two-and-a-half hour rush-hour slog.

But none of this has seriously impeded Insead's progress. Helped by a period of hectic expansion in the mid to late 1980s, the European Institute of Business Administration, to give it its full title, is today one of the best-known management education centres in the world, running the largest MBA programme and one of the most extensive executive training facilities on the Continent.

It is no small irony, however, that Insead itself is now undergoing some of the change pains which its professors are so good at analysing in other companies. In common with rival business schools it is grappling not only with recession but with more fundamental challenges to the concept of management education and the direction of an increasingly competitive market place.

The MBA, for example, which not long ago almost guaranteed career and financial advancement, appears for the moment to have ceased growing. The executive education business, comprising both open and company-specific programmes, must satisfy the increasingly short-term requirements of corporate clients.

Most worrying of all, though, is a growing tendency for big companies to organise in-house management development courses. The prospect of using technology to "deliver" education direct to the workplace rather than on campus is being taken seriously in the industry.

Insead's very size – its more than 80 permanent faculty members and an annual budget of FF284m (US\$38m) are large by European, if not US standards – has exacerbated its vulnerability to change. Budget pressures necessitated a salary freeze last year, while outside consultants were brought in to advise on fund raising. By comparison with many well-endowed US business schools – and even some Euro-

Insead bears up to change pains



Antonio Borges: "If you want to change and develop people you have to have a strong message and give a unique experience"

pean rivals – Insead suffers from a relatively small capital base.

But it is Insead's response to the wider market challenge which will perhaps be more eagerly watched, not least the actions of the school's recently appointed co-dean Antonio Borges. Previously deputy governor of the Bank of Portugal, Borges was director of Insead's MBA programme in the heady growth days of the 1980s.

"As the management education industry matures we must do other things, and faster," says Borges, who shares the job with Ludo Van der Heyden. Insead originally transported the US [business school] model to Europe, which was a very successful story, but it is no longer enough."

Internationalisation (of curriculum, students and faculty) is a fashionable campus cry on both sides of the Atlantic – with Insead no exception. The school has been in the vanguard from the start, though some French critics deride the strong US influence (notable in the educational background, if not the nationality, of much of the faculty).

"In Europe we must learn to rely more on our own leadership and here at Insead, for example, we must shake off our dependence on American source material," says Borges.

For this reason, he adds, "we need a stronger emphasis on research output, but it must be strongly rooted in an interface with the business world. Our aim is to

achieve a synergy between the three aspects of teaching, research and consulting".

Borges' solution – that innovation holds the key to Insead's continuing place in the top league of international business schools – may not be original but is hard to dispute. Good ideas, like most good products, only have a short shelf life and, as he admits, there are a growing number of competitors

claiming to offer to do the same sort of job for half the price.

Among the priority areas for Insead, says Borges, are the challenge of corporate renewal and transformation, the new borderless Europe and entrepreneurship (including how to keep big businesses innovative and competitive).

"We are in close contact with many of the world's leading corporations. What we can do is study why some fail to achieve their objectives, why some can adapt and some can't. The differences have important implications for managers. All areas of the world in rapid transition raise important issues for western companies seeking to manufacture and trade across intercontinental boundaries – we have to be there ahead of these trends offering insights and analyses for businesses to apply."

Business schools are increasingly affected by technology, not least by the potential effect of the multimedia revolution on the delivery of management education. "We do invest in these things but that's normal for the age we live in," says Borges. "But alone it's not enough.

The important thing about Insead is what goes on in the classroom. If you want to change and develop people, which we do, then you have to have a strong message and give them a unique experience."

Borges is adamant that Insead's productivity must increase – "like many clients we must achieve more with fewer people", he explains, while emphasising that faculty numbers will not be cut. He makes no apologies for the 1980s expansion, which he says has produced "a better school, the 'all-round' business school". He cites Insead's PhD programme, which is extremely expensive in terms of scholarships and faculty time but is enhancing the school's reputation in the international market. "We are in the business of supplying human capital and our PhDs are perhaps the most tangible evidence of this," says Borges of recent academic appointments by US institutions to three Insead participants.

That reputation – endorsed by alumni and corporate participants – is the school's most precious asset. While MBA numbers have fallen in Europe over the last couple of years, Insead says its courses remain oversubscribed: this year there were 2,500 applicants for 466 places. "Don't forget the investment they make in themselves: almost all of the MBAs are paying their own way," Borges says.

Filling Insead's "open" executive courses – used by about 1,400 international managers each year – has proved a more formidable challenge. Numbers fell in 1992-93 – most dramatically in the last quarter – but they have perked up again in the last 12 months when demand for "tailor-made" company-specific programmes has increased.

Insead's marketing – inevitably neglected in the good years – has been organised more professionally on product rather than country lines. But Borges is not complacent: "We must pay attention to our relative weaknesses, in Germany, for example, which we feel is common to others."

Outsiders believe Borges has the right combination of academic flair and financial discipline to reassert Insead's position.

Recent donations from Shell, Sandoz, Heineken and the Boston Consulting Group are important votes of corporate confidence, but there is still work to be done to establish a more viable capital base.

"Towards the end of this academic year we will assess the level of capital we would be looking for and whether we are to approach this process formally," says Borges.

Further belt-tightening will almost certainly be necessary.

Battle for star talent

They were putting on a brave face this week. But Monday's announcement in London that Insead's professor of business policy, Sumantra Ghoshal, has been appointed to the new Robert P. Haas chair in strategic leadership at the London Business School is undeniably a blow for ton brass at the French school.

Ghoshal's poaching is a sign of growing competition between European institutions for the best academic talent, and raises the prospect of the sort of red-toothed rivalry seen between US campuses crossing the Atlantic.

For eight years Ghoshal has been one of Insead's "stars", raising its profile with books and award-winning case studies on cross-border management and international business.

The traffic, it has to be said, is not just one way. This year Insead pipped London to the post for two marketing professors from the Wharton business school in the US (Robert Gartignon and Erin Anderson), and has also wooed Richard Rumelt, president of the strategic management society, away from the University of California at Los Angeles.

Managing faculty members who can earn more from outside activities such as consultancy and writing than they do from teaching and research is a headache plaguing all deans at the moment. "When someone says they want a change of scene, giving them a 10 or 20 per cent pay rise is not the answer," says Ludo Van der Heyden, Insead's co-dean.

Van der Heyden has mixed feelings. He does not deny disappointment at Ghoshal's departure and believes London may be targeting Insead (among others) as part of a policy to recruit more faculty members from outside the UK. On the other hand, he believes that European schools collectively still lack credibility by comparison with the US and that a stronger LBS is to the benefit of all.

As one of the top schools in Europe, Insead is particularly vulnerable. "but it will make us sharper," Van der Heyden adds philosophically.

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TECHNOLOGY

No much has changed in the typical British secondary school classroom since the death of Queen Victoria. Whiteboards may have replaced blackboards, but the notion of a personal computer on every desk is still largely the stuff of science fiction.

At best, there will be a room of PCs for lessons in computing and possibly information technology – very likely funded by a government initiative. At worst, a school will boast a handful of outdated machines.

If education is supposed to be a preparation for future life, this state of affairs beggars belief. Ever fewer of tomorrow's jobs will be manual or in the primary industries; ever more will be in careers – professional, clerical, sales, administration – where computer literacy is essential.

Nor are the benefits of a PC-based education to be measured in PC skills alone. As material and courses become available via CD-Rom and networks, chalk and textbooks should join the ink well and dunce's cap in the museum of childhood.

Explaining the current malaise is easy enough. Money is scarce. Old habits die hard. Teachers lack requisite training. Hardware, software and course materials are expensive, and knowledge about what to buy is scarce.

There is also a serious market failure. In most countries the computing and software industries have little incentive to develop products for cash-starved public education systems ignorant of the benefits.

In Britain, private schools are not much better than their state counterparts.

Digital information can be treated like water and electricity and made available on a low-cost usage basis'

While university entrance continues to be determined by success at conventional A-levels, private schools' market niche is secure without innovation – and they can carry on investing instead in sports halls, music centres and private theatres, as they did in the 1980s.

The key to change lies in the political and professional will and the development of economic solutions. Tellingly, the places moving fastest in PC-based education, notably Singapore and some US states, are doing so under strong political leadership. But change can be led by the private sector if it has the right products at the right price and markets

Andrew Adonis looks at private UK initiatives to bring software and curriculum packages into the classroom

From chalk to superhighways

them effectively.

In the UK, just such an exercise is about to start in earnest. Numerous initiatives are under way, but two stand out because they tackle the most immediate obstacles to change – the shortage of expertise and cash in the schools themselves.

Alan Benjamin, a former director of corporate communications at ICL is masterminding a British version of the "community learning utility" now to be found in California and a dozen other US states.

The key to the utility is simple: schools – or learners – pay for material on a usage basis, with software and curriculum packages selected and supplied by a community-based utility through a not-for-profit foundation.

The scheme was unveiled at a recent seminar at London's South Bank Technopark with a demonstration of a software system in use in California, developed by Vistar Technologies, a US company.

The Vistar system fits course material – whether procured from CD-Rom or a network – into an innovative Windows-based software teaching system, with an integrated messaging facility, student "prescription" and "writing" units, and lesson-planning programmes for teachers.

The networked system is geared to classroom management and school administration as well as teaching. It includes attendance reporting, assessment and "cards" for pupil achievement and course entitlements. The "community learning utility" will make software and course materials available to learners from its own data repository and via its own network, charging for them on a usage basis. The utility will negotiate licences with software suppliers, "soft" available course material, and commission teachers and others to provide more – which, if used, will earn them royalty income.

The utility will also negotiate special rates with British Telecommunications and other telecoms operators to carry the networked material. Its success will be an important commentary on the seriousness of the operators in develop-



Class sets: schemes are setting up to tackle lack of cash and expertise in schools

ing "superhighway" services – both in their readiness to install fibre links to schools as needed, and in their capacity to make networked services affordable.

Benjamin's first utility is likely to cover five schools and two further education colleges in inner south London, where the local South Thames Training and Enterprise Council – a not-for-profit company contracting with the government to provide training – has agreed to provide part of the funding to install hardware and software.

He also hopes to gain support from telecoms companies and local businesses, which could purchase training on a pay-by-use basis. "This is a new form of public utility," says Benjamin. "Its potential lies in the fact that digital information and software can be treated like water and electricity, and made available on a low-cost usage basis, breaking the capital barrier for millions of users."

If the south London utility is successful, others will be established.

Benjamin envisages the utilities as public-private partnerships – perhaps between Techs and leading

technology or service companies – run as local businesses at a profit. The critical goal is for them to become self-financing, making the supply of software and materials sustainable.

The second pioneering initiative also comes from the private sector, in the shape of CRT group, a Wirral-based training and recruitment company established four years ago and now claiming to be among the country's largest private training providers. Its chief executive, Karl Chapman, heads a team dedicated to taking technology into schools as a commercial proposition.

With the aid of partners in the IT sector, Chapman plans later this year to equip a significant number of schools with a room of current-range PCs. CRT will provide software, hardware and, where appropriate, personnel. At the pilot stage, the schools will have only to provide the premises and pay for the software on the basis of usage and output results.

In its initial guise, the scheme is both more and less ambitious than Benjamin's, although the two may come together in south London. It is more ambitious because of the number of schools likely to be included in the pilot; but less so because Chapman envisages networking and integrated teaching/administration software as a later stage in the process. He is gearing his early efforts to courses – particularly the new national general vocational qualifications in information technology – which are especially well-suited to interactive PC formats.

Most of the pilot schools chosen by Chapman will be grant-maintained, because their head teachers and governors are – he judges – readier to innovate and less constrained by inherited attitudes and budgetary limitations.

If the scheme fails, Chapman says he will simply leave the PCs in the schools. If it succeeds, he is working on financing packages making it possible for schools to secure more hardware without a large up-front capital cost. As for software, CRT believes it can meet its early demands for IT courses through its own multimedia subsidiary – formerly Convergence Communications – which is developing a range of multimedia training packages.

The fate of the two initiatives will be a commentary on the receptiveness of schools to PC-based teaching methods. It will also demonstrate the ability of new technology and the devolution of school budgets to foster public-private partnerships in a field where the private sector has a substantial contribution to make.

If information superhighways are to amount to anything by 2000, they will have to start laying tracks through the education system – not just universities – early on.

Worth Watching · Andrew Fisher



Satellites to guide ambulance service

Satellite will soon come to the rescue of accident victims in the UK – by pinpointing ambulances to within a few feet.

West Midlands Ambulance Service will use a new system based on satellite navigation technology. "The satellite system will talk to our existing computerised control and command system in a way never attempted," says Ian Van Creveld, operations director.

Developed by Terraflux, a UK company, it works from radio signals transmitted by at least three satellites. These are picked up by a receiver in the ambulance which uses them to give a "fix" as a single chip or as part of a computer board.

If the tests prove successful, Robomatic plans to put the chip into automated inspection systems. Its ability to perform real-time recognition and processing of data could be used in video-conferencing and air traffic control systems.

ICL system adjusts screen brightness

Most computer users adjust their screen once and work regardless of light conditions. ICL has launched a system called AutoBrite which automatically adjusts the screen to match surrounding levels.

"Visual ergonomics is a big problem," says Björn Malmberg, technical co-ordinator at ICL Personal Systems. "People can get red-eyed, tired and develop headaches when reading from the screen." Two detectors in the AutoBrite module sense lighting conditions at the front and back of the screen; these are compared with pre-set correction tables and brightness and contrast are changed accordingly.

ICL (owned by Japan's Fujitsu) has linked up with Helvar, a Finnish lighting company, to add an infrared controlled office lighting system.

ICL UK: 081 787722

Two thirds of the globe is covered by water.

The rest is covered by The Economist.



ARTS

Recital

Bryn Terfel

The figure who strode out on to the platform was as imposing as any Wotan, as awesome as any Mephistopheles, his locks as long and shaggy as those of John the Baptist. Bryn Terfel embodies any number of opera's larger-than-life characters, but for the moment all thought of those had to be set aside.

On Wednesday he was at the Wigmore Hall for his London debut as a recitalist. Terfel came to prominence in the 1989 Cardiff Singer of the World competition, when Dmitry Evrovitsky took the first prize and he was in effect a runner-up with the Lieder prize, but his careers out in the real world have served to reverse the jury's judgment. Evrovitsky, faltering in opera, has increasingly found refuge in song recitals, while Terfel has gone on to take the world's opera-houses by storm.

It was interesting to see Salzburg's tokamak, Vienna's Dr Miracle, everybody's Figaro, return to the song repertoire with which he made that striking first impression. At the Wigmore Terfel's baritone is undeniably a big voice, requiring suitably big handling. There is plenty of room in it for him to move around and the dynamic range between his loudest and his quietest singing was vast.

There are a few big personalities in song as well, such as Schubert's "Der Atlas" bearing the anguish of the world on his shoulders, who songs on a mighty scale in Terfel's singing. It took a while for him to find the flexibility for the subtler songs in his Schumann and Schubert first half.

"Mondnacht", sung in a low bass key, did not live up to Malcolm Martineau's hazy, moonlit introduction; the consonants were too humpy, the style short on precision, and refinement. His enticing "Fischermaenchen" was better.

Power and tenderness, force and quietude, are all within Terfel's enormous range, but not always the ability to hit a specific tone in the voice in the Heine settings of Schubert's "Schwanengesang" he missed the pain as the poet's knife cuts the flesh. Faure's "Anfonie" was turbulent, but was that bitterness or melancholy swirling below the surface? It was difficult to tell.

As a singer of his own two languages Terfel is without peer among his generation. From top to bottom of his voice he can sing English words without any distortion, making Vaughan Williams's *Songs of Travel* marvellously engaging, even when the music is at its weakest. In Welsh, he seems just as communicative, bringing vividly to life Meicton Williams's "The Welshman" with his ready heart, his good sense, his love for his rugged Wales, all sung with unabashed ebullience. "I enjoyed that one", exclaimed the patriotic Terfel proudly. So did we.

Richard Fairman

Sponsored by Midland Bank, Wales



The original playbills for 'Strike Up the Band' (1927) and 'Red Hot and Blue' (1936)

Shows Broadway forgot

Ian Marshall Fisher is an archaeologist; he discovers lost American musicals. Over the last few years he has unearthed fresh musicals from the New World and put them on display in London. His latest series of *Lost Musicals*, concert-studio versions of the shows Broadway forgot, has just opened at the Barbican.

Six years ago, Fisher struck on the idea of reviving musical theatre overlooked by Broadway: "anyone interested in musical theatre should be aware this stuff exists", he says. The great success of *Lost Musicals*, now in its sixth season, lies in a mix of strangeness and familiarity. Past revivals included *Do I Hear a Waltz?* (1965, Richard Rogers and Stephen Sondheim) and *Lovecycle* (1948, Kurt Weill and Alan J. Lerner) which persisted after 220 and 252 performances respectively.

But should forgotten musicals stay forgotten? Will Fisher's grandchildren be reviving *Carrie or Leonardo*? Two arguments present themselves. First, Fisher says, "The people who invented the musical theatre... we'll never see the stuff that died for them"; that is, the early songs, stagings and ideas which made later masterpieces possible.

Second, *Lost Musicals* is a pure archaeology of the fashions and tastes which pro-

duced the musical: "the fashion is now over, but there's still an appetite for the fashion." And who says creek shows can't conceal one or two great songs?

Fisher revives English musicals, the "co-ordinated or Novello style", and concentrates on American failures, which he finds more interesting. This year, a £36,000 budget (20 per cent up on 1993), the season begins at the Barbican Cinema with *Let's Face It*, an unlikely 1941 collaboration between Cole Porter and Herbert

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Andrew St George talks to Ian Marshall Fisher about lost American musicals

and Dorothy Fields, then *Bloomer Girl* (1944, Harold Arlen and E.Y. Harburg), *New Girl in Town* (1937, Bob Merrill and George Abbott), *Strike Up the Band* (1927, George and Ira Gershwin and George S. Kaufman) – and Cole Porter's 1936 *Red, Hot and Blue*, a riotous comedy about a man searching for a childhood sweetheart identified by a waffle iron burn on her bottom in which the cast included Bob Hope and Ethel Merman.

Since so little is known about the musicals, each show has a short introduction.

Fisher has three musical directors, 250 performers (paid in "tea and biscuits"), but no costumes, no orchestra, no scenery, no publicity, no advertising and no West End Sunday competition for the Barbican Cinema's 260 seats (all tickets are a modest £1). *Lost Musicals* would make ideal radio; the shows should be recorded before they slip from sight again. Fisher keeps the lights on so the audience can make notes or follow the score.

Are these revivals worth doing? He responds by talking about modern musicals, which are not to his taste: "the style now seems to be *give them spectacle*. All there is today is Sontheim and Lloyd Webber." Has he seen anything recently he likes? A rare pause. "I'm thinking... that means no. There's nothing."

Fisher is drawn to the past by the "vibrancy, excitement and daring" he finds in old American musicals. The search for new material has put him on terms with the Gershwin, Hart, Hammerstein, Porter and Kaufman estates and families: "they all help me, it's heartwarming, it happens all the time." He leans forward. "Listen, in this project the stars are the *writers*."

Discover the *Lost Musicals*, Barbican, Sundays until 9 October (071 638 5891).

Ballet/Clement Crisp

The Glass blew in

Sasha Roubichek, Deborah Saxon, Paul Douglas, Sean Feldman, Jeremy James – as a grand structure, movement installations, through which she guides us with unerring sensitivity. We learn, without consciously doing so, certain physical laws about these locations, are shown incidents that are insidiously revealing, and we understand the mysterious boundaries and horizons of this world. This has seemed to me a constant of Davies' trust.

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The piece is more febrile, more urban in its energies, than Davies usually allows, and I think it slightly too long – the fault of Kevin Volans' gritty score, well brought off by its four players. But the dance grips the attention in its drive, in its sharp demotic accents, gesture is quick, bold – and how odd to see the flash of a waltz-step. It is given with absolute conviction by its cast.

In these latest pieces, as in last year's exquisite *White Bird Featherless*, we see the maturity of a rare, perceptive creator. Siobhan Davies' dance is refined, sometimes oblique, always penetrating. And subtly, grippingly, hers is the theatre of the human heart as well as of movement.

The Siobhan Davies Dance Company appears at the Crucible, Sheffield, on May 19; at Towngate Theatre, Basildon, on May 23.

The Glass blew in

above opposing political blocs.

There are to be nine main sections. The display opens with symbolist and abstract artists who influenced the ground-breaking changes in art around the turn of the century – including Larionov and Kandinsky. The next section, built around Cubism, covers sculptors such as Brancusi and Archipenko, plus representatives of Czech Cubism. This is followed by Constructivism, with examples of work by Malevich, Tatlin, Rodchenko and Popov; a survey of Jewish culture shattered by the holocaust, with works by Chagall, Lissitzky and others; and a section entitled the Surreal Imagination.

Next comes a sound-slide show illustrating the cultural doctrines that determined artistic expression in the Soviet Union and satellite countries from the 1930s to the 1950s. The post-war era opens with a study of how Eastern European artists continued to experiment under adverse circumstances. The final two sections cover technical advancements and the questioning nature of contemporary art at the end of the century. The exhibition will run till October 16.

■ EXHIBITIONS GUIDE

AMSTERDAM Flowers and Plants: a varied survey of the countless representations of flora and fauna in five centuries of prints and

drawings. Ends July 31. Closed Mon

PARIS Hayward Gallery Salvador Dalí: The Early Years. Ends May 30. Daily (advance booking 071-228 8800)

LYON Musée des Beaux-Arts The Romantic Movement in France: paintings, sculptures, drawings and engravings from the museum's own rich collection of works by Chard, Delacroix and others. Ends June 19. Closed Mon and Tues

MADRID Centro de Arte Reina Sofia Lucien Freud: recent paintings, drawings and etchings by Britain's greatest living artist. Also Joseph Beuys: ten installations, 25 sculptures and 456 drawings by the controversial postwar German artist. Ends June 6. Closed Tues

MUNICH Villa Stuck Christo: an exhibition devoted to the grandiose urban projects which the Bulgarian-American artist has pursued over the past 30 years, including his current plan to wrap the Berlin Reichstag in silver cloth. Ends July 10. Closed Mon

COLOGNE Museum Ludwig The Unknown Modigliani: 240 of the 440 hitherto unknown drawings amassed by Paul Alexandre before 1914. Ends July 10. Closed Mon

LAUSANNE Musée d'Art Contemporain Contemporary Picasso: 80 works 1946-1971, including 30 paintings and a dozen sculptures. Ends Sep 25. Daily

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Sums don't add up

John Authers
on dog days in Britain's independent schools

the number of parents deciding to send their children to fee-charging schools rose rapidly. Now many find that fees are too high for them to make that choice.

But the economic downturn would not have had such an impact on numbers if fees had increased in line with average prices. They did not. The Independent Schools Information Service's figures show fees have consistently risen by more than the retail price index during the last decade. The rise of 2.6 per cent for this school year is the first time since records began in 1982.

Day schools have fared best. This year saw a 0.1 per cent increase in the number of day pupils (0.6 per cent in London) although falls occurred in the two preceding years. But heads of boarding schools have been alarmed by the 5.2 per cent fall in boarders this year - roughly equivalent to four schools the size of Eton College. Since 1988, the number of boarders has fallen by about 20 per cent.

No wonder the Boarding Schools Association, which represents most UK boarding schools and is usually zealous about its independence, has called for an extension of the government's "assisted places" programme. It wants the scheme, which pays school fees of selected children from low-income families, to cover the seven-to-11 age group.

If recent trends are not reversed, rationalisation in the boarding school sector seems inevitable. Already this year several small boarding schools have closed or merged. Others have seen pupil numbers reduced to a level where they may no longer be viable; fears are greatest for the survival of schools which have traditionally emphasised their small size as a virtue.

The decline in the independent sector is partly explained by the weakness of the economy. In the late 1980s, the economy was growing fast and

latter. Boarding schools charge on average £5,000 more per year than day schools.

Independent schools offer other explanations for their decline. There is some legitimacy in the argument that the state sector is becoming more competitive. Miss Janet Harvey, headmistress of the Lawnside school in Malvern, Worcestershire, will close at the end of this year because its governors believe it is no longer commercially viable, points to the breadth and curriculum options at large state schools, particularly the new breed of sixth-form colleges. "Boarding schools with less than 200 pupils are not going to be viable in the future," she says.

But that only explains why some of the smaller schools are threatened; most independent schools have facilities of a quality which far exceeds those in the state sector.

Other teachers believe social trends are working to the disadvantage of boarding schools.

Mr Ian Small, headmaster of Bootham School in York and also this year's chairman of the Boarding Schools Association, believes the public's image of boarding schools has been distorted and is "at least 30 years out of date". He cites the recent publicity for a book which claimed that Eton sacked its headmaster in 1970 because of his over-enthusiastic use of capital punishment. "We are hampered by this image of the past. The amount of column inches for that book was typical, but it's so out-dated," he says.

Boarding schools have belatedly taken steps to improve their image. For example, Cheltenham College, a boys' boarding school, last month offered prospective pupils a "free sample", allowing them to spend a night in the school's boarding house, and then undergo a standard daily timetable. It claims to have boosted recruitment as a result.

But improving the image of independent schools can only go part of the way towards compensating for their main problem: that in many cases they have priced themselves out of the market.

The modest rise in the number of day pupils this year suggests that there is still strong demand for education outside the state sector. Though smaller schools may have to close, that demand should keep most large independent schools in business. But their prosperity will depend crucially on them charging fees that the market can afford.

One result of higher fees has been a trend towards parents choosing the cheaper day schools, rather than boarding schools - hence the steeper fall in the number of pupils at the

For much of the past five years, the coffee trading pit at the London Commodity Exchange has been a quiet backwater away from the hurly-burly of the bond futures and equity markets. But no more: with coffee futures prices rising by up to \$150 a tonne over the past week, financial investors have proved eager to gain a foothold in a rapidly rising market.

Coffee is not alone in attracting increasing investment activity this year as world commodity prices begin to recover from their recent depressed levels.

Coffee has staged the most noticeable rise, with the futures price - at which buyers contract to buy beans at a set price at a set time - increasing by close to 60 per cent since the beginning of the year. But it is not alone. Copper has risen nearly 20 per cent since January and crude oil by 25 per cent since mid-February.

The surge in the sector has pulled up prices for other commodities as diverse as aluminium and palm oil.

The commodity price index of Goldman Sachs, the US investment bank, which tracks movements in 20 commodities, has risen by 6 percentage points so far this year though, within the materials covered, there are wide fluctuations.

Soaring commodity prices indicate that demand is picking up for the basic raw materials which are used in many industrial processes, from car panels to beverages. The strength of the markets is an early pointer to an improving world economy. But a jump in prices can often herald a return of inflationary pressures.

However, it is too early to judge whether current price rises will contribute to global inflation. It takes about a year for rises in commodity prices to feed through to the underlying rate of retail price inflation as manufacturers first use up stocks bought when prices were lower.

Further, prices are heading up from extremely low levels. Metals prices were at their lowest in real terms last November. Coffee prices have been depressed for five years and hit their lowest point since 1974 two years ago; oil prices are still \$3 lower than this time last year.

Price levels, particularly for oil, will thus have to go much higher before they have any significant effect on inflation.

The likelihood of this happening is slim, according to

FT writers examine the factors behind the recent surge in world commodities prices

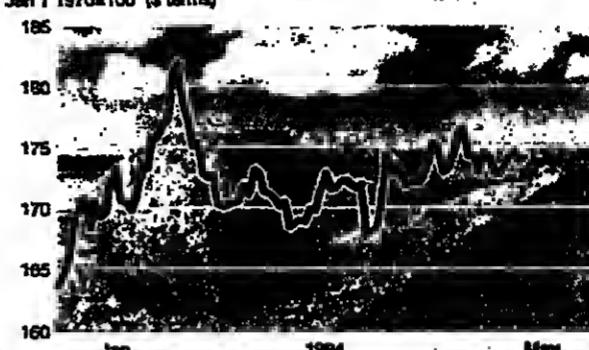
Refined taste for raw materials

World commodities: gathering steam

Coffee
London, 2nd position (\$/tonne)



Source: Datamonitor
Goldman Sachs Commodity Index*
Jan 1 1970=100 (3 terms)



Source: Goldman Sachs - A basket of 20 commodities weighted by world production

observers. The surge is patchy: not all commodity prices are rising for straightforward supply and demand reasons, and some are vulnerable to sharp price corrections because they have risen so fast. Seasoned market watchers are wary of drawing broad inferences from the upturn and concluding that raw materials will soon be in short supply.

"People are seeing a few commodities go up and taking it as a sign of a concerted bull market, but that's wrong: what we've got is a series of coincidences," said Mr Lawrence Eagles, commodity researcher at GNL, the London broker.

Coincidences such as lack of

available supply of coffee and oil, and rising demand for industrial metals such as copper, have convinced some investors that now is the time to buy all commodities. In addition, the increasing presence of large-scale buyers such as private, speculative US hedge funds, and pension funds can sometimes exaggerate price movements.

Supply and demand fundamentals spark the initial rise and then you have all this hot money looking for a home," said Mr Neil Bresolin, executive director of commodities at

Goldman Sachs.

Much of the activity by pension and hedge funds is triggered by computer programmes which follow market trends. They often pay scant attention to data such as stock levels which can reveal the underlying health of a market, but are devised to generate short-term profits.

This is one reason why metals prices in general have risen by an average of 20 per cent since the beginning of the year, even though warehouses used by the London Metal Exchange around the world are stacked with stock - and aluminium can be seen stored outside in car parks and on docksides.

Generally, high stock levels of metals depress prices since they indicate that supplies are abundant. Mr Phillip Crowson, chief economist at RITZ, the

world's biggest mining group,

and a director of the LME, said hedge funds too readily overlook the fact that prices are determined by the interplay of supply and demand, rather than by either side of the equation alone". While such funds

prices have experienced this effect, after having bucked the rising trend in other commodity markets this year. Oil prices fell late last year as Opec production exceeded demand. The overhang of stocks was eventually reduced by exceptionally cold weather in the US earlier this year. The latest price rebound partly reflects a sharp rise in purchases by US refiners - and also the activity of hedge funds.

But in spite of a big percentage increase in the price, oil at about \$16 a barrel for the benchmark Brent Blend is still well below the \$19 level this time last year.

Many observers expect prices to firm gradually over the remainder of the year, but in the absence of a big supply dis-

ruption there appears to be little scope for further sharp surges upwards.

Overall, world oil inventories are relatively high, while oil companies are uniformly cautious, with few executives expecting an early return to prices above \$20 a barrel.

Mr David Simon, chief executive of British Petroleum, indicated that BP would be happy with prices in the \$18 to \$20 a barrel range over the long term.

The story is different in the coffee market, where speculative trading is not responsible for driving prices higher. Instead companies such as Nestle are scrambling to snap up beans to rebuild supplies.

Five years of poor prices have seen a cycle of neglect set in on the world's coffee plantations, where producers have regularly let beans rot in the trees as it was not economic to harvest them. This practice has been coupled with steadily rising demand so that, as production began to drop off, consuming countries started to use up high stock levels.

Low production has been exacerbated by a retention scheme set up by coffee-producing countries last October. The Association of Coffee Producing Countries decided to withhold up to 20 per cent of exports from the world market until the price rose to 85 US cents a pound. That level has now been reached and countries are considering releasing the 4m bags they have in store.

The release of stored coffee will help to alleviate current shortages, but even with this extra coffee supply is likely to remain constrained. Producers are beginning to plant more trees to try to reverse the deterioration in some of their plantations but it takes five years for a newly planted tree to yield a crop.

The reason for the rise in coffee prices is, therefore, something of an exception to the current trend. Other commodities are rising on more speculative trading. When such temporary investors switch attention elsewhere, prices could fall sharply.

"Some time later this decade, we are likely to get a significant commodity bull run, but we're not there yet. We've got to see large drops in stock levels of most commodities worldwide before that happens," said Mr Eagles.

Report by: Robert Corzine, Kenneth Gooding and Deborah Hargreaves

LETTERS TO THE EDITOR

Number One Southwark Bridge, London SE1 9HL
Fax 071 873 5938. Letters transmitted should be clearly typed and not hand written. Please set fax for finest resolution.

Green light to avoid confusion

From Mr Adrian Jack

Sir, John Murphy (Letters, May 12) is quite right that supermarkets "look-alikes that assume the characteristics of market-leading brands are parades". May I suggest some changes to J Sainsbury's Cola which would avoid confusion?

Dyeing the liquid a different colour from dark brown (perhaps green?) and serving the drink flat instead of sparkling would immediately differentiate the own-brand from its legitimate competition.

Calling the drink "Cola" is also objectionable. Extensive advertising by Coca-Cola and Pepsi-Cola has associated both with the word. "Artificially flavoured sugar water" would be more descriptive and not usurp the brand-leaders' expensively won market share.

Adopting these simple measures would prevent even the most sensorily challenged customer confusing their purchases.

Adrian Jack,
2 Paper Buildings,
Temple,
London EC4Y 7ET

From Mr David Sinclair

Sir, John Murphy underestimates the wit of most shoppers. Most of them can read and understand monosyllabic four-letter (and shorter) words such as: "Try this new Cola."

If a product suits in terms of price and quality, the consumer will buy it regardless of how it is presented.

As to the "research" from the British Producers and Brand Owners in which it claims that consumers are "confused", in the immortal words, "they would say that wouldn't they?"

David Sinclair,
Vice Chairman,
Islington,
Alton,
Hampshire GU34 4PW

'Hidden' tax deters employers

From A G K Hart

Sir, In your leader, "Jobs agenda for Europe" (May 9), you write in the penultimate paragraph: "This can be done by radically reforming the subsidy regime, to promote employment."

It seems that employers are suffering a hidden payroll tax, because the cost of hiring an employee has to include the unemployment subsidy that he would have received - ie, in the UK an employer has to offer above £3,000. In businesses which operate with low wages and low profit margins, this hidden tax is a very high hurdle to surmount.

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Adrian Jack,
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From Mr Andrew Campbell

Sir, John Gapper's analysis of the Royal Bank of Scotland, "Where diversity helps balance the books" (May 11), only touches on the issue of the value added by the bank to its diversifications. Why?

The only justification for making a diversification or retaining a multi-business portfolio is that the bank can add value to the businesses it owns. To be comfortable with chief executive George Mathewson's "collection of several" businesses, we need to know more about Gapper's claim that "Royal Bank's capital backing and management expertise have helped operations such as Citizens and Direct Line".

Reducing the volatility of Royal Bank's earnings and providing a "balanced" chair for Mr Mathewson to sit in creates no extra cash for shareholders and so provides no argument for diversification.

Andrew Campbell,
director,
Ashridge Strategic Management
Centre,
17 Portland Place, London W1

UN sees humanitarian successes in Somalia

From Mr Malcolm Harper

Sir, A month ago you reported some comments of mine ("UN's Somalia military role attacked", April 7) about the military role of the United Nations in Somalia, both during the American (non-UN) presence there and since its departure at the end of March. Your article chose not to cover those parts of my report which discussed the UN's humanitarian and legal programmes there.

Somalia today bears little resemblance to the war-torn country of two years ago. A number of international and a host of Somali organisations have involved themselves in relief and reconstruction, and the UN has, particularly through Unicef and its legal section in the UN operation in Somalia (Unosom), played a key role in these processes.

Whereas, by late 1992, more than a quarter of a million children had died from starvation caused by warfare, drought and poverty, now malnutrition is no longer a major emergency; more than 750,000 children have been vaccinated against a range of diseases; more than 80,000 have returned to school; some 3,000 water wells have been rehabilitated.

Health services and food production are being revitalised and Somali women's organisations are more active than ever before. Cholera was detected in Somalia in February. Unicef played a leading role in

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Friday May 13 1994

Labour after John Smith

Mr John Smith's death at the early age of 55 is a shock to his party and a loss to British politics. As leader of the Labour party Mr Smith combined an acerbic parliamentary style with a stabilising gravitas. His supporters believed that under him Labour was at last cruising through the wreckage of a shattered Conservative party towards its first general election victory since 1979.

Mr Smith was, in certain respects, ideally qualified to lead the Labour party. A committed member of Labour's moderate wing through its internecine 1980s struggles over defence, Europe and the economy, he was attractive to the party's right wing.

At the same time, his burning sense of social justice buttressed by a belief in engaged government, deeply rooted in his Scottish political base, made him acceptable to those on his left. A period as shadow chancellor prior to the 1992 election confirmed his stature and led to overwhelming triumph in the leadership contest later that year.

Yet for those starting point is not Labour loyalty, but a desire to see more than one modern political party capable of forming an effective government. Mr Smith's leadership must be judged a disappointment. The unhappy consequences of Labour's pre-election decision to publish a tax-raising "shadow Budget" appeared to convince him that the party would in future win most by saying least. At the same time, although he supported efforts to modernise the party, he believed that more Kinnock-style, high-profile internal reform would only provoke more politically damaging internal feuds.

Positive response

In short, Mr Smith contended that Labour, without need for further varnish, was ready for office, an idea which sat uneasily with the fact that the party had just lost an election in the middle of the second longest recession since the 1930s. Even in last week's local authority elections, with the Tories in disarray, Labour's 41 per cent of the vote fell short of the level needed for clear victory in a general election. There has been no sense among Mr Major's sea of troubles that Labour is evoking a positive

response from the general public. This must be in some measure because the party has been silent on the most important issues. Its approach to the European question was to seek tactical advantage during the Maastricht debate, whilst avoiding re-evaluation or reaffirmation of the European position of its own 1992 manifesto. Who can say today where Labour stands on any important aspect of the development of the European Union? On the economy, the commitment to renationalise private utilities has been muted, but there is no clear sense that the party understands how to work more effectively with a flourishing private sector for its own broader social and political objectives.

Opportunist attitude

Its ideas on unemployment are difficult to take seriously given the dogma on minimum wages and labour market regulation. The party's attitude to necessary reform in health, education and the civil service remains opportunistic and reactionary, tainted by alliance with the producer interest of the public sector trade unions.

When it comes to party institutions and treasured nostalgias, Labour has been too ready to compromise. As a result, the party remains constitutionally committed to "the common ownership of the means of production, distribution and exchange", whatever that means. Another legacy is an electoral college for selecting a leader in which the trade unions still have one-third of the votes.

This last fact casts an extra pall of gloom onwards from yesterday's sad news. Once again, trade union leaders will play a crucial role in appointing a Labour leader. A satisfactory outcome therefore requires some of those leaders to have the vision and the courage to look beyond the direct interest of their members, which is not what they are paid to do.

This electoral college may thus prove incapable of electing the radical and modernising leader Labour needs if it is to play a serious part in the future of British politics. The most attractive standard-bearer for that modernising cause looks like Mr Tony Blair, the shadow home secretary. It is time for him to launch the political fight of his life.

New concerns on development

The troubles of the African Development Bank that have emerged this week – its mounting arrears, problem loans and poor management – reflect in part the dire economic circumstances of the continent it serves. They also raise fundamental doubts about the wisdom of encouraging the bank to lend substantial sums at market interest rates to low-income countries, many of which were already severely distressed by heavy debt burdens.

The bank's management bears a large part of the responsibility for the mess, though shareholders from donor governments and other international financial institutions cannot escape their share of the blame. These failures must be comprehensively rectified. More than that, questions have to be asked about the institution's future and the extent to which its non-concessional loans are appropriate for Africa.

Questions also arise for other regional development banks. The latter are in better shape than the African bank, but do share some of its problems. Most suffer from internal politicisation. Lacking the technical strength and the diversity of membership of the World Bank, the regional banks have also been more vulnerable to the ideological and political disputes between donors – especially the US – and recipients.

An atmosphere of distrust has too often existed between borrowers and non-borrowing members and also between shareholders and management. Battles have raged among member governments over important positions within the institutions. The banks have been encumbered by big and costly boards of directors, which have interfered frequently – but often, as the African bank's troubles suggest, to little effect. Meanwhile, management has been more influenced by quantity than by quality, in making loans.

Ideological baggage

With the dumping of the ideological baggage of the cold war, there is now an important opportunity to rid the regional development banks of these damaging disputes.

The US government, the most powerful shareholder of these institutions, has recently emphasised

John Smith brought a sense of decency and fair play to public life. He embodied Labour's passion for social justice. He had the manner and the bearing of a prime minister. In office, he would have been excellent. In opposition, he followed his own instincts, which were not everyone's. When I last saw him, a couple of weeks ago, he was good-humoured, confident that his strategy of keeping Labour's options open would ensure victory at the next general election. Many Conservatives thought the same.

His death leaves a huge question mark over British politics. All three national parties must look afresh at themselves; all must re-determine the basis on which they offer their services to the electorate. The Thatcherite certainties of the 1980s have melted away. Ideology has vanished. Debates that might have been concluded years ago remain to be settled. The distinguishing feature of the political discourse of the 1980s is confusion. This is apparent in North America, where in recent elections the Canadians nearly obliterated their Conservatives and millions of Americans voted for Ross Perot. It is evident in continental western Europe, where the old Christian Democrat/Social Democrat consensus is visibly crumbling.

In short, the world has changed. The nations of the north Atlantic can no longer aspire to economic self-sufficiency. They either join trading blocs, or seek to open themselves to the global marketplace, or both. The social structure of the 1980s, in which the archetype was a two-parent family with the father earning the income and the mother minding the children, is being replaced by many and varied forms of cohabitation.

Men have been losing permanent employment, while women have taken cheaper part-time or temporary jobs. The relationship between capital and labour has been subtly altered by the fall of communism. Trade unions must adapt or fade away. Unemployment, or the fear of it, has touched most families. There is a perception, not wholly supported by reality, that crime is increasing at a relentless pace. In many cities people prefer not to walk alone in dark streets. No wonder the voters are nervous.

Traditional parties of government cannot guarantee deliverance from such apprehensions. It is not surprising that some Europeans are turning to the far-right, or the Greens, to Britain they are not sure where to place their crosses. Last week's local election results tell the story. The Tories are not, in their current mood, attractive. The Liberal Democrats are once again resurgent, but they will probably remain a repository for protest. Labour did well, but not well

Question mark over UK politics

The three main national parties must look afresh at themselves, writes Joe Rogaly



enough. In spite of everything that has happened to the government, the people's party scored a lower share of the popular vote than the Conservative did at the last general election.

What is likely to follow from Labour's search for a new leader is a tangle. The behaviour of each of the three national parties will affect the fortunes of the other two. Take Labour first. At bottom it is still the political wing of the trade union movement. In choosing whether to break away from that constraint, it starts from where it was in April 1992. Mr Neil Kinnock, who resigned as leader after losing the election, had "modernised" the party, but insufficiently so.

Voter-repellent policies such as unilateral disarmament, renationalisation, a return to the pre-1979

trade union legislation, and anti-Europianism were jettisoned. What remained was still visibly the political wing of the unions, offering a programme of red-rose regulation. Labour longed for a return to big

government, as its many undertakings indicated.

The promises made under Mr Kinnock enabled the Conservatives to warn of a "tax bombshell" if he won. This dubious tactic succeeded.

A shocked Labour party quickly elected Mr Smith as its new leader.

The vote was as good as unanimous. In spite of the candidacy of Mr Bryan Gould, there was no serious debate about how the world had changed.

Party policy was taken as Mr Kinnock had left it, preserved in aspic, and set aside. The exception was taxation, in which an effort was made to dissociate Labour from its earlier stated ambitions. This strategy seemed to Mr Smith to justify itself. The Conservatives were tearing themselves apart. Why should Labour interfere?

Some progress was made. In October last year Mr Smith bravely gambled on a single vote at the party conference. The union bloc vote was abolished, to favour of one-person-one-vote. Yet Labour still depends on the unions for financial support.

It is still the parliamentary expression of the labour movement. Members vote individually, but the danger remains that unions may

organise a powerful constituency for "old Labour", the party pulled by a carthorse, the gang of comrades associated in the public mind with queues, levelling-down, the maximalist state, and shoddy council houses.

The new leader will have his or her work cut out to complete the transformation initiated under Mr Kinnock. "New Labour", if it came into being, would seek market solutions to unemployment, radical policies on crime, and 1990s – not 1950s – approaches to education, health and social services. The party leader would value the intent behind "back to basics" in a world worried about the effect of sex 'n violence on family life. Only one of the likely candidates fully understands what needs to be done, and has the character necessary to convince former Conservatives and Liberal Democrats that "new Labour"

could meet their aspirations. He is Mr Tony Blair. Mr Gordon Brown is a "moderniser", but dolorous. Mr Robin Cook has the intelligence to sound modern, but he comes across as too clever by half. Mr John Prescott is wily, but looks "old Labour". There are other potential candidates, but Mr Blair towers above them all.

If "old Labour" prevails the Conservatives will feel reprieved. The British polity would be the loser. For just as Labour failed to transform itself after April 1992, so the Tories trundled, if a little unsteadily, along the same old tramlines after November 1990. Lady Thatcher left office, but Thatcherism stayed behind. The party is now hopelessly divided. Mr John Major added insult to injury by winning in April 1992 when, in the Thatcherite view, the upstart was supposed to lose. He has strained himself to please first the Europeans, then the Eurosceptics, but the Conservatives are beyond the tactics of one of nature's whips.

Europe is the largest problem, but not the only one. The application of quasi-market principles to education and health has not worked well, yet no re-thinking is being done. Local government has been all but destroyed. Ministers are exhausted or complicit or both. Administration is sloppy. Bills are hastily drafted and as hastily amended. Survival is the predominant motivation for most cabinet decisions. What the Conservatives need above all is a period of rest and recuperation in opposition. Whether they get it depends in large part on what Labour does now.

The Liberal Democrats will also be affected by Labour's decision. They have tried harder than the other two to understand the new world. Mr Paddy Ashdown, the party leader, recently spent some time with "ordinary people" and wrote a book about his experiences. He proposes a less hierarchical society, better education, reduced dependence on central government, communities responsible for their own actions. Mr Blair's Labour was exhausted or complicit or both. Administration is sloppy. Bills are hastily drafted and as hastily amended. Survival is the predominant motivation for most cabinet decisions. What the Conservatives need above all is a period of rest and recuperation in opposition. Whether they get it depends in large part on what Labour does now.

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Don't cut and run in a crisis



Despite years of effort and restructuring, the international real estate crisis which erupted in 1989 has strained the banking system and had a negative effect on economic recovery in the US, Europe and Japan. Now, however, solutions and ideas beckon from an unexpected quarter: the international debt crisis.

For more than a decade, bankers and public officials have worked together to resolve the debt crisis which hit Latin America in 1982. Last month, Brazil became the last of the big Latin American economies to resolve its external debt problem by completing a \$46bn financing package.

The two crises were very different, but borrowers and lenders associated with the international debt problem learnt some important lessons which may now point the way out of the real estate slump.

The first is, don't cut and run. Many institutions which did just that are clamouring to do business with developing countries again,

now that they are recovering. I see a similar response developing in the real estate market. Lenders and other property holders should resist the temptation to sell prematurely. Yet they should not be afraid to deal in the marketplace. In order to assess the resources necessary to maximise the market value of property and determine a reasonable time frame for realising that value, proper analysis is required, avoiding the flawed assessments of economic and market trends that occurred in the 1980s.

As lenders and property holders make such an analysis on each of their properties, they will often find that time is on their side. Staying with the business affords more opportunities for finding buyers of distressed property. Those who remain for the long haul will stand a better chance of realising the full value of assets and will be in the best position to profit when the market turns.

The second lesson is to take each case on its merits. The debt crisis highlighted that, from country to country, different economic policies were needed to reflect different real-

ities. A like-minded logic compels the same strategy in real estate: each property is unique. In most cases, packaging debt of varying quality tends to lessen the value of the most attractive assets. As creditor banks and debtor property holders work towards individual solutions they invariably hit upon

financial innovations that figure prominently in shaping the subsequent turnaround.

One enduring legacy of the international debt crisis is the emergence of secondary markets dealing in developing country debt. Non-existent 10 years ago, these markets now do more than \$2,000bn of business annually. Liquidity adds value. The debtor does not change – the value of the paper does.

The first step toward securitisa-

tion of foreign debt was in 1984, when Mexico and its creditor banks agreed, as part of a multi-year restructuring, to allow the conversion of Mexican debt into equity. Chile, Argentina and other countries later used this restructuring instrument in their privatisation efforts. This heralded a market-based solution to the debt problem.

Banks and other institutions soon began making markets in debt. This trend led to Brady bonds and, more recently, mutual funds of emerging market debt.

Real estate can learn from this experience and, indeed, a variant of the debt-equity swap is now emerging.

A few real estate lenders are refinancing debt in return for a substantial equity stake in the underlying property. That way the lender does not just take the losses; if a property's value bounces back, both lender and borrower reap gains.

The biggest beneficiary of the international debt experience, though, has been the emerging field of commercial mortgage securitisation. In 1993, \$18bn of new commercial mortgage-backed securities were issued in the US – three times the

1990 level. Securitisation is becoming a sure-fire way of liquefying real estate portfolios and expanding the investor base.

Of course, banks will continue to be an important source of new mortgages, but they will come to rely on securitisation as a means of diversifying real estate portfolios and avoiding the interest rate squeeze that hurt bank profits during the 1970s.

The experience of the last decade suggests that no crisis is irtractable. As institutions go about fixing these crises, they find that they are also changing business fundamentals in a positive way. In a very real sense they are creating the future from the wreckage of the past.

William R. Rhodes

The author is vice-chairman of Citibank and Citicorp with responsibility for North America commercial real estate. Since 1982, he has been chairman of the industry-wide advisory committees for Brazil, Argentina, Peru and Uruguay, and principal co-chairman of the committee for Mexico

Best game in town

■ One notable absentee from Bonn over the past two days, while Boris Yeltsin and company have been having fun with Helmut Kohl, was Volker Rühe, Germany's normally gregarious defence minister.

Although his Russian opposite number, Pavel Grachov, was in the Yeltsin entourage, Rühe left town for a meeting with the Danish and Polish defence ministers at Rostock on the Baltic coast.

It was left to his state secretary, Jörg Schönbohm, to play host, and take part in the ticklish talks about how and when the Russian troops will exit east Germany.

There was ugly talk of a diplomatic snub. Not so, says Rühe. "It's just that I am not a man to break my prior engagements." But Rühe has heard an alternative which might explain his absence. The wily Grachov, an ex-paratrooper, wanted to challenge his rival to a game of tennis. The wily Rühe left the court to Schönbohm, another tough soldier, rather than risk losing the game.

Invisible man

■ What is wrong with Sid, the mythical small investor in the 1986 British Gas flotation? The powers

that he behind the flotation of St. the country's biggest venture capitalist, have invented their own shareholders: hero and christened him Jeremy. Apparently he's a middle-class investor who reads the Financial Times or another broadsheet, and listens to Classic FM. He also has at least £1,000 to spend on adding St. to his equity portfolio.

Sadly, Jeremy is a rather shy type who doesn't want any publicity, unlike Sid. But if you feel strangely drawn to St, maybe you are a Jeremy.

White wash job

■ The mood at the Bank of Spain is distinctly gloom these days. Ex-governor Mariano Rubio, is on remand in court on suspicion of tax offences, and other names from the bank have been indirectly linked to the controversy.

The present governor, Luis Rojo, placed investments with the same firm as Rubio (although he has made clear he did so only for a short time and declared everything). So did a previous deputy governor and another previous governor.

Visitors will therefore not be surprised to find the bank hidden under a veil whilst workers try and clean it up in time for the annual IMF and World Bank meeting in Madrid in October.

When they have finished the familiar grey stone facade should

be whiter than white.

Nice example

■ After yesterday's story about the good life atop the African Development Bank, a visitor to the recent Asian Development Bank annual meeting in Nicosia has more reassuring news.

Apparently ADB officials



IN BRIEF

John Fairfax advances 20%

John Fairfax, the Australian newspaper group, lifted operating profits by 18.8 per cent to A\$144.9m (US\$102m) in the nine months to end-March. It said the improvement was "mainly attributable to increased advertising volumes, derived from improved trading conditions and modest advertising rate and cover price increases". Page 23

MetWest in HK broking venture

National Westminster Bank of the UK is to re-establish an equity broking operation in Hong Kong through a US\$100m joint venture with local merchant house Whealock. MetWest closed its broking arm in Hong Kong three years ago. Page 20

RAS plans international expansion

Italian insurance company Riuomia Adriatica Sicurtà is planning further expansion, particularly outside Italy. Shareholders, meeting on June 29, will be asked to give the board a five-year mandate to increase the company's nominal share capital by up to L1.000bn. The company, controlled by Allianz of Germany, yesterday announced a rise in net profits to L187bn (\$14m) in 1993, from L85bn in 1992. Page 20

Repsol lifts payout after profit rise

Spain's dominant domestic energy group, Repsol, has lifted first-quarter profits by 11.6 per cent after tax. The group, 41 per cent state-owned, raised its dividend by 10.6 per cent, fuelling interest in a possible international offering. Page 20

Bank of Ireland surges 125%

The Bank of Ireland has reported a 125 per cent surge in pre-tax profits to £280.1m (£419m). The Republic's second largest clearing bank was helped by a big drop in loan loss provisions and a turnaround in US and UK divisions. Page 25

Japanese construction group falls

Pre-tax profits at Daiwa House, one of Japan's biggest housing construction companies, fell 13.7 per cent to ¥750m (\$72m) for the year to March 31, despite recent strong growth in housing starts. Page 21

ECC gives details of Camas demerger

English China Clays yesterday gave details of the stock market launch of Camas, its building materials business, which is heading for demerger. Camas is Britain's fifth largest aggregates company with sales last year of £365.2m (\$533m). Page 26

Royal Insurance posts £32m profit

Royal Insurance of the UK has announced a first-quarter profit of £32m (£46.7m) before tax, up from £2m. Its rivals General Accident and Commercial Union announced encouraging figures earlier in the week. Page 25

Jarvis Porter plans Dutch purchases

Jarvis Porter, the UK specialist label printer, is planning to buy three Dutch labelling companies from Nederlandse Grafische Groep. The deal would be worth F14.6m (\$2.5m). Page 27

Jewellery trade snaps up silver

For the first time in more than 23 years the demand for silver used for jewellery and silverware is greater than silver demand for photography, says Mt Dennis Wheeler, president of the Silver Institute, the Washington-based industry association. Page 28

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Chief price changes yesterday

NEW YORK (D)	TOKYO (Yen)
Alcatel	350 + 1%
Gap Stores	480 + 1%
Marlboro Fin	200 + 1%
Phil Morris	80 + 2%
Tastee	540 + 1%
Unilever	440 - 1%
	Haggenday
	855 + 4%

LONDON (Pence)	Pearson	978 + 18	
BellSouth	120 + 8	Telxon (I)	315 + 4
Brit Aerospace	510 + 11	Vicks	203 + 7
Control Tech	550 + 12		
Emerson	120 + 2%	Falls	
European Publ	1625 + 12%	Sumner Homes	154 - 8
French Comms	160 + 14	Chrysler Int'l	182 - 11
General Whlgs	80 + 5	Enterprise Corp	15 - 16
Hawker Siddeley	65 + 8	Enterprise Oil	429 - 11
Johnson & Johnson	222 + 11	Eastman	428 - 11
Marley	160 + 5	Grand Met	457 - 10
Marwell	627 + 18	Hewlett	463 - 15
Deputy Comms	51 + 4	Tomkens	288 - 35

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Friday May 13 1994

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Fiat passes dividend on record loss

Downturn in car market pushes Italian industrial group into L1,783bn deficit, writes Andrew Hill

Fiat, the Italian industrial group, yesterday announced the biggest loss in its 85-year history, and decided not to pay a dividend on ordinary shares for the first time since 1947.

The worldwide economic downturn, in particular in Fiat's core automotive market, drove the group into a net loss of L1,783bn (\$1bn) in 1993, compared with a profit of L651bn in 1992.

However, the group pointed to signs of recovery in the first quarter of 1994, when it recorded a profit of L38bn, compared with a loss of L222bn in the equivalent period.

Sales also rose 11 per cent to L14.750bn in the first three months of this year, and the com-

pany has drawn hope from faint signs of an upturn in the car market.

The task which faces the group in all its elements will continue to be extremely severe [in 1994]. Fiat said, although it placed hope in its technological strength and continued efforts to cut costs.

The Milan stock market had largely discounted the possibility of heavy losses before yesterday's announcement, which was made after the close of trading.

Since the beginning of the

year, Fiat's shares have been among the best performers on the Milan market as investors have speculated on a recovery and the early success of the group's new Punto small car. Fiat's shares closed at L7,088 yesterday, down 11 per cent.

Operating losses reached L635bn, compared with a profit of L375bn in 1992. The central operating division, Fiat Auto, alone lost L1,750bn, having only just broken even the previous year. Losses also deepened at Iveco, the truck and industrial vehicle

subsidiary, to L501bn, from a 1992 loss of L122bn.

The company said it would ask shareholders at the annual meeting in June to approve a potential increase in the group's maximum nominal share capital from L5,000bn to L10,000bn.

The group stressed that this did not mean it was planning to raise more cash immediately, but explained that last year's complex rights issue, which raised L5,000bn, took the company up to the limit of its issued share capital.

The net loss of L1,783bn, recorded after taxes of L340bn and heavy interest charges, was slightly better than many analysts had predicted, but it was flattered by an extraordinary gain of L300bn on the sale of the company's 58 per cent stake in La Rinascente, the Italian retailer, last autumn.

Group turnover in 1993 was stable at L54,556bn (£34.640bn). Fiat's net debt increased from L3,819bn at the end of 1992 to L3,274bn on December 31, 1993.

Since then, debt has remained stable in spite of L900m of investment in the first quarter, and the consolidation of the group's Polish activities, with debts of L800bn.

The value of the deal was not disclosed.

"This investment is an important strategic move in the European healthcare environment," said Mr Joachim von Roy, Bristol-Myers Squibb's European president.

"Of the Hungarian state-owned banks, only Magyar Kereskedelmi Bank (MKB) and Budapest Bank are moving quickly towards privatisation.

Bayerische Landesbank of Bavaria is taking a 25 per cent stake in MKB, a foreign trade bank, which was advised by US investment bank JP Morgan.

The London-based European Bank for Reconstruction and Development is also acquiring a 17 per cent shareholding.

Budapest Bank is pushing for private investors, advised by Salomon Brothers, the US investment bank.

cost had been incurred in the first half, with the balance to come in the second.

IDV's worldwide operating profit fell 3 per cent to £254m, with an 18 per cent rise in North America offset by a 13 per cent fall in the rest of the world. The North American increase was almost wholly due to a one-off payment of around £17m on the termination of its US distribution rights for Absolut vodka.

Operating profit in food manufacture rose 6 per cent to £47.7m, with a 19 per cent increase in North America offset by a 13 per cent fall in the rest of the world. The North American increase was almost wholly due to a one-off payment of around £17m on the termination of its US distribution rights for Absolut vodka.

Profits at the Burger King chain were up 16 per cent, with 24 new restaurants opened and 5 per cent volume growth in existing outlets.

The tax charge fell from 32.4 per cent to 29.2 per cent. Lower tax helped earnings per share to rise 15 per cent to 15p before exceptional. The dividend was raised 6.2 per cent to 5.15p.

Lex, Page 18; IEL, Page 27; Mar-

ket, Page 29

US drugs group in German purchase

By Daniel Green in London

Bristol-Myers Squibb, the second largest US pharmaceuticals company, yesterday joined the drugs industry dash for corporate deal-making by buying a 25 per cent stake in Azupharma, a German drugs manufacturer.

Azupharma specialises in the manufacture of generics, unbranded drugs that have lost their patent protection. It is a subsidiary of German drugs wholesaler Gehe which had sales in 1993 of DM10.3bn (\$5.9bn).

INTERNATIONAL COMPANIES AND FINANCE

Ras to generate funds for expansion as profits rise

By Andrew Hill in Milan

Riunione Adriatica Sicurtà, the Italian insurance company, is to seek permission from its shareholders to raise funds for further expansion, particularly outside Italy.

Ras, which is controlled by Allianz of Germany, yesterday announced a recovery in net profits for 1993, in spite of an increased tax burden. The company's net profit rose to L1.87bn (\$10.6m) in 1993, compared with L1.85bn in 1992, when Ras had to write down the value of its government bond holdings.

Net group profits increased to L3.55bn from L1.76bn, and group premiums rose to L4.65bn against L7.33bn.

The company is proposing an increase in the dividend this year to L340 from L300 per ordinary share, and to L400 from L360 for each savings share.

Shareholders, meeting on June 28, will be asked to give

the board a five-year mandate to increase the company's nominal share capital by up to L1,000bn.

Mr Umberto Zanni, chairman, said the group was "interested in overseas expansion, particularly in those countries where Ras has a strong presence".

The company was well-placed to build on its holdings in Portugal, Spain, Switzerland and Austria, Mr Zanni explained.

Ras said it would try to even out the disparity between the market performance of its savings and ordinary shares, by offering savings shareholders the right to convert one out of every 10 savings shares they hold into an ordinary share. If the plan is approved and acted on by all savings shareholders, Allianz's holding will be diluted to just over 60 per cent from 52.74 per cent of the ordinary shares.

Mr Zanni said he would step down as chairman at the June

shareholder meeting, although Allianz has asked him to remain as a director. He will be replaced by Mr Angelo Marchiò, one of three managing directors of the group.

The company pointed out that in 1992 it was forced to write down investments by L221bn, cut to L38bn in 1993. But the tax burden increased last year to L236bn from L49bn at parent company level.

Mr Zanni said 1994 was likely to be a challenging year particularly because of impending liberalisation of tariffs in compulsory motor insurance.

Of the overall group premiums, L4.21bn came from the parent company, L1.29bn from other Italian group companies and L2.56bn from group companies operating outside Italy.

Gross premium income increased by 13.8 per cent at group level to L7.728bn in 1993, up from L6.795bn, of which L5.742bn against L5.097bn was in non-life business, and the rest in life insurance.

Olivetti poised for growth, says chairman

By Andrew Hill in Milan

Olivetti, the Italian computer group, is entering a new growth cycle, Mr Carlo De Benedetti told shareholders yesterday.

Mr De Benedetti, Olivetti's chairman, told the group's annual meeting that revenues increased by 8 per cent in the first four months of 1994, and orders by 11 per cent compared with the equivalent period last year.

Shareholders approved the issue of up to 250m shares as part of a convertible bond issue which will raise a maximum of L575bn (\$34.4bn) for expansion. The issue, aimed at international institutional investors, is likely to be launched before the summer, through an international consortium led by Morgan Stanley, the US investment bank.

One of the main targets for growth will be the development of the GSM cellular telephone network in Italy. Olivetti leads the international Omnitel-Pronto Italia consortium which in March won the licence to operate the network.

"[Olivetti] is preparing to reap the benefits of a sweeping structural reorganisation," the group said yesterday. Last year, Olivetti lost L465bn, compared with a loss of L650bn the previous year, but increased sales for the first time since 1990 and cut net debt to L758bn from L960bn.

The banks are likely to sell about a third of 3i's equity, which could be worth about £500m (\$744m), in the flotation.

Mr Brian Larcombe, finance director, emphasised that as an investment trust, 3i would not have to pay advance corporation tax on capital gains from realised profits.

In the mid-1980s, this amounted to between £40m and £50m a year.

Sir George said that he had told bank shareholders before taking on the chairmanship that he would resign if a flotation was first agreed and then postponed, as was the case in 1991. "The float will happen this time," he said.

The company expects to publish its pathfinder prospectus giving details of the share offer later this month, along with its preliminary annual results. The prospectus will disclose a net asset value figure on which the offer price of the shares will be based.

Mr Simon Borrows, a director of Baring Brothers, the

merchant bank sponsoring the flotation, said that shares would "probably" be priced at a discount to 3i's net asset value, in common with other venture capital investment trusts.

Mr Borrows said the company and its advisers had not "got to the stage of pricing" the issue, but he emphasised that 3i's past performance had been better than comparable quoted venture capital investment trusts.

He said that brokers would target shares at individuals who would invest "a reasonable amount for a reasonable amount of time".

The company expects bank shareholders to undertake to hold their remaining stakes in 3i after the flotation for at least a year.

The company has already made presentations to about 70 UK institutional funds and executives are to make presentations throughout Europe, including France and Italy, and

in east Asia over the next two weeks.

Mr Borrows said that the company and its advisers would go through an "informal book-building exercise" among funds after the publication of the pathfinder prospectus to gauge demand for shares at different prices.

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NatWest in HK broking venture

By John Gapper in London and Simon Holberton in Hong Kong

National Westminster Bank is to re-establish an equity broking operation in Hong Kong three years after closing its broking arm there. It is establishing a US\$100m joint venture with Wheelock, the local merchant house.

The joint venture, which will initially employ about 100 staff and may expand within a few years, is the latest attempt by European and US investment banks to expand their presence

in Hong Kong and China. Although NatWest Markets, National Westminster's corporate and investment banking arm, has lending, structured finance and fund management operations in Hong Kong, the joint venture re-establishes a stockbroking presence.

The partners are to announce the new venture in London today. They are each investing about \$50m and expect the operation, to be called Wheelock NatWest, not to require further capital unless it expands significantly.

Wheelock, which has long

established links in China as a Hong Kong trading house, had planned to expand into financial services. It has a small broking operation with a seat on the Hong Kong exchange.

Mr Martin Owen, NatWest Markets chief executive, said the bank would help overcome local scepticism over the closure of its loss-making broking arm.

Mr John Howland-Jackson, deputy chief executive of NatWest Markets, said it considered buying a local brokerage, but "we believed that we would either end up paying

through the nose or buying something of questionable quality".

Mr Nicholas Sibley, managing director of Wheelock CIC, who will be deputy chairman of the venture, said it was the only venture "which marries a heavyweight bank with a local house which has as good connections in China as anybody".

Wheelock has applied for a seat on the Shanghai stock exchange, which could be transferred to the joint venture. NatWest will retain a separate presence concentrating on banking activities.

Repsol lifted to Pta46.5bn in first quarter

By Tom Burns in Madrid

Economic recovery in Spain helped Repsol, the leading domestic energy group, to lift its first-quarter after-tax profits by Pta26.2bn (\$187m) to Pta46.71bn.

This was an 11.8 per cent increase compared with the first three months of 1993.

Repsol, which is 41 per cent state-owned, said that increases of 1 per cent and of 3 per cent in petrol and in diesel consumption respectively.

together with a depreciation of the peseta and improved margins in its chemical unit, had helped to offset the impact of lower crude prices and reduced fuel demand during a mild winter.

The group, which lifted its

1993 net profit by 11.4 per cent to Pta80.1bn, said that it would propose a dividend of Pta115 per share, a 10.6 per cent increase on 1993, to shareholders at the annual meeting in June.

The first-quarter results -

which were slightly ahead of

Novo Nordisk expects gains despite setback

By Hilary Barnes in Copenhagen

Novo Nordisk, the Danish healthcare and industrial enzymes group, reported a fall in first-quarter net profits to Dkr270m (\$40.3m) from Dkr304m in the same period last year.

The group said the result was in line with expectations.

For the full year, the group maintained its forecast that profits would increase relatively faster than the 11 per cent advance in 1993.

First-quarter sales were up by 14 per cent to Dkr3.12bn from Dkr2.75bn. The increase was due partly to higher volume, with about 5 per cent due to currency changes.

Sales by the healthcare group rose by 13 per cent to Dkr2.06bn, including an

increase of 8 per cent in sales by the diabetes care division to Dkr1.9bn.

Sales by the bio-industrial group, chiefly of industrial enzymes, increased by 11 per cent to Dkr901m.

The merger of two of the bio-industrial group's units in the US would carry a Dkr80m non-recurring charge which would be booked in the second quarter, the group said.

• LEAB, the mining group, has completed the sale of a 13 per cent stake in SSAB, Scandia's biggest steel group, for SKr1.3bn (\$165m).

A total of 2.5m B shares and 1.85m A shares were placed with domestic and international institutions.

The placing was led by BZW in conjunction with Handelsbanken Investment Banking and Cazenove.

3i to sell quarter of shares in summer issue to retail sector

By John Gapper, Banking Editor

3i Group, the big UK venture capital group owned by high street banks, expects a quarter of the shares it is selling in the planned early summer flotation to be available to retail investors, 3i's senior directors said yesterday.

Sir George Russell, the chairman of 3i, said that the company had canvassed about 100 retail brokers, and believed there would be interest among more sophisticated investors in buying up to 25 per cent of the shares in 3i's long-delayed flotation.

The company expects to publish its pathfinder prospectus giving details of the share offer later this month, along with its preliminary annual results. The prospectus will disclose a net asset value figure on which the offer price of the shares will be based.

Mr Simon Borrows, a director of Baring Brothers, the

NOTICE OF SHAREHOLDERS' MEETINGS

The shareholders of TOTAL are invited to attend the General Meetings to be held on Monday, May 30, 1994, at CNIT La Défense, Gauche Amphitheater, 2 Place de la Défense, 92053 Paris La Défense, France.

The Annual Ordinary General Meeting will commence at 10.00 am and will be followed by an Extraordinary General Meeting.

A. ORDINARY GENERAL MEETING

The Agenda of the Ordinary Meeting will be as follows:

- Report of the Board of Directors and Auditors' report on the transactions and accounts for the year ended December 31, 1993.

- Approval of these reports, the accounts and the balance sheet at December 31, 1993.

- Appropriation of net income, determination of the dividend, election to receive the dividend in cash or in the form of shares.

- Report of the Auditors on the agreements covered by Article 101 of the French Companies Act of July 24, 1966.

- Allocation to the special long-term capital gains reserves.

- Authorization to be given to the Board of Directors to trade in the Company's shares on the Stock Market in order to stabilize the price.

- Renewal of the mandate of a Director.

- Appointment of a Director.

B. EXTRAORDINARY GENERAL MEETING

The Agenda of the Extraordinary General Meeting will be as follows:

- Report of the Board of Directors and Auditors' special report on the resolutions presented to the General Meeting involving the waiver of shareholders' pre-emptive subscription rights.

- Authorization to be given to the Board of Directors:

a) to increase the Company's capital by a maximum of FF 3 billion through the issuance of new shares, with or without warrants to subscribe to a share issue

b) to issue up to a maximum nominal amount of FF 15 billion compound securities giving holders the subsequent right to subscribe to shares or equity certificates.

The total amount of equity increases carried out pursuant to paragraphs a) and b) and which may be subscribed for cash or against debt shall not exceed a nominal amount of FF 3 billion.

Waiver of shareholders' pre-emptive right to subscribe to the shares to be issued by virtue of a) and the securities to be issued by virtue of b) by the Board of Directors having the right to set aside a fixed period during which existing shareholders may subscribe to such securities on a priority basis.

C - Authorization to be given to the Board to issue warrants to subscribe to shares without pre-emptive subscription rights for existing shareholders; limitation of the aggregate nominal value of shares which may be issued through the exercise of such warrants to FF 3 billion; power of the Board to set aside a limited period during which existing shareholders may subscribe for such warrants on a priority basis.

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The Board of Directors

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May 1994

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LISTING AND QUOTATION

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THE CAPITAL OF THE COMPANY

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INTERNATIONAL COMPANIES AND FINANCE

China to broaden B-share market

By Tony Walker in Beijing

China plans to increase listings of B shares denominated in dollars for foreign investors in an effort to enliven its depressed stock markets. China's top stock regulator said yesterday.

Mr Liu Hongru, chairman of the China Securities Regulatory Commission (CSRC), told an international business seminar in Beijing that the B-share market was too limited and steps were being taken to expand it.

China was also considering allowing enterprises that had floated B shares to issue American depositary receipts (ADRs) and convertible notes.

This move would be aimed at "activating transactions" and

"raising more capital".

At the end of 1993, some 42 enterprises had issued B shares on China's two fledgling stock markets. This had raised some \$12bn for the companies involved.

China's A- (domestic) and B-share markets have suffered steep declines since their highs of early last year. Many local investors have deserted the A-share market for bonds or futures. Foreign traders, after an initial burst of enthusiasm, had until early this year found China-related stocks on the Hong Kong market more appealing.

China stock regulators and market managers have been striving to boost the markets, but have encountered little success largely because of a

widespread loss of confidence among investors who were unprepared for a prolonged downturn.

Mr Liu indicated that China would press ahead with an increasingly ambitious programme of overseas listings. "Chinese enterprises have a tremendous demand for capital... it is an important task to fully make use of the Hong Kong and other markets to speed up economic development," he said.

The Chinese official said overseas listings were at a "testing stage". Seven Chinese companies among nine selected for listing had been floated on the Hong Kong market.

China stock regulators and market managers have been striving to boost the markets, but have encountered little success largely because of a

either in Hong Kong or in New York.

Mr Liu did not provide a timetable for these listings, but some are expected to go ahead this year.

Mr Liu said China favoured listing foreign companies on its own securities markets, but a number of steps were required before this would be possible. These included further refinement of China's laws and regulations, and full convertibility of the Chinese yuan.

Lack of convertibility was a similar impediment to the unification of the A and B-share markets.

"If foreign companies and investors cannot freely remit their renminbi abroad, it is meaningless for them to issue stocks in China," Mr Liu said.

Daiwa House pre-tax profits fall 13.7%

By Paul Abrahams in Tokyo

Daiwa House, one of Japan's biggest housing construction companies, yesterday posted pre-tax profits down 13.7 per cent to Y75bn (\$721.2m) from Y87.1bn for the year to March.

The results, the first set to be published by a Japanese construction company for the last financial year, significantly undershot analysts' forecasts. The profits fall was in spite of recent strong growth in housing starts.

The group declined to explain the profits shortfall, which was about 5 per cent below expectations. However, Mr Takashi Hashimoto, construction analyst at CS First Boston in Japan, said Daiwa House, normally viewed as a house building company, was also exposed to the general construction market which has been badly affected by Japan's longest and deepest post-war recession. About 40 per cent of the group's turnover was in this sector, he explained.

"The downturn in general

construction offset any benefits from the upturn in housing starts," he said. "However, groups such as Sekisui House, National House and Sumitomo Forestry are less exposed to general construction than Daiwa House."

The group's turnover rose 1 per cent to Y335bn from Y223bn. Post-tax profits fell 9.6 per cent to Y40.5bn from Y44.8bn, or from the per-share equivalent to Y84.63 from Y152.90.

The group said it would maintain its dividend of Y17 per share for the current financial year.

Daiwa House predicted modest increases in profits and sales growth for the current year. Pre-tax profits should reach Y85bn, and post-tax profits Y45bn, equivalent to Y94.02 a share. Turnover should be Y100bn, it forecast.

Mr Hashimoto warned the predictions were highly optimistic.

Daiwa's shares fell Y10 to Y15 in a rising market yesterday. Sekisui House's shares fell Y30 to Y120.

Pakistan restarts state disposals

Success could spark sales of the top utilities, says Farhan Bokhari

The Pakistan government's current offer to sell up to 15 state-owned factories, part of a plan to sell up to 31 factories in the coming months, is the first serious effort to put life back into the country's privatisation programme, which came to a virtual halt early last year.

The government delayed the programme amid fears that investors would be put off by the deadlock in government which ended only with fresh national elections last October.

The businesses being offered now include four cement factories and another eight factories which manufacture oil, a blend of oil for cooking. If they are sold, only 20 of the 118 factories selected for privatisation more than three years ago would be left waiting to go on the block. The 67 sold so far have realised almost Rs5bn (\$60m).

Although some of Pakistan's foreign donors have urged Islamabad to opt for a broad-based ownership through public flotation on the stock market, the current batch of 31 factories are all designed to be sold in open auction to either

local or foreign investors.

Senior privatisation officials say that more than half of these factories have been running at a loss, making it difficult for any public offer to attract large numbers of investors. But if the government succeeds in selling them, many officials responsible for running the privatisation programme hope that the sale of some of the country's largest and most lucrative utilities will get under way.

These utilities include Pakistan Telecommunication Corporation (PTC) which could be worth up to \$9bn, and the thermal power generation units of the largest power company, Water and Power Generation Authority, which could be worth up to \$6bn.

The government also wants to privatise Karachi Electricity Supply Corporation, Pakistan's second largest power generation company, serving the city of Karachi. Another two large gas companies, Sui Northern Gas Pipelines and Southern are also being prepared for sale.

However, many critics say that the privatisation programme say that the privatisation programme cannot become a hindrance any

fourth year, has lost momentum through bureaucratic resistance to change.

There have also been objections from some of Pakistan's four provincial governments, which say they should receive a share of the money raised by privatisations.

Yet more objections have come from the armed forces, who have objected to the sale of the PTC on the grounds that the transfer of the telephone company's ownership into private hands would jeopardise the country's security interests.

These objections were resolved recently when the government agreed to spend part of the money raised from the phone company to set up a new phone network for the exclusive use of the armed services.

The government also wants to remove fears of nationalists who are worried over the implications of transfer of ownership to foreign investors.

"We have come to a point in the world where it has become one big global market and the old nationalistic concerns cannot be an hindrance any

more in development of economies", says Mr Naveed Qamar, chairman of the National Privatisation Committee.

Other officials say that safeguards under consideration include the appointment of new consumer protection authorities, which would monitor issues such as tariffs to prevent any immediate price rises. Other proposals include those of requiring new owners to appoint only Pakistani nationals as chief executive officers in the case of selective utilities such as the PTC, even if the ownership is transferred into foreign hands.

Despite such preparations, some businessmen are worried over the pace of the programme. Some officials agree privately that the largest utilities could take between three to five years for detailed assessment of their real worth, and finalising terms of the sale, before they are offered.

"If the programme is slow... it would be quite easy for investors to look elsewhere. After all, there are other countries which are giving good incentives too," warns leading Karachi businessman, Mr.

TOWN & COUNTRY BUILDING SOCIETY
Issue of up to £125,000,000
Floating Rate Notes due 1994

TOWN & COUNTRY BUILDING SOCIETY
Issue of up to £125,000,000
Floating Rate Notes due 1994

In accordance with the provisions of the Notes, notice is hereby given that the Rate of Interest for the three month period ending 10th August, 1994 has been fixed at 5.35% per annum. The interest bearing for such three month period will be £57.42 per £5,000 Bond Note, and £1,348.49 per £100,000 Bearers Note, on 10th August, 1994 against presentation of Coupon No. 19.

10th May, 1994

CAIS FutureView

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The company obtained an interim court order from the Supreme Court on Wednesday, 11 May 1994, declaring the industrial action to be unlawful and interdicting the striking employees from continuing to participate in this unlawful action.

Production losses to date are estimated at around \$20 million.

Management is assessing the situation and considering all options as to how to proceed. The prime objective, which is common cause, is a resumption of full operations as soon as possible.

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Mexico
sells final
stake in
Telmex

INTERNATIONAL COMPANIES AND FINANCE

John Fairfax ahead 20% at nine months

By Nikki Tait in Sydney

John Fairfax, the Australian newspaper group in which both Mr Kerry Packer's Nine Network and Mr Conrad Black, the Canadian publisher, have minority stakes, yesterday announced a 19.8 per cent rise in operating profits to A\$144.9m (US\$104.7m) for the nine months to end-March.

After-tax profits increased even more sharply, to

A\$117.5m from A\$47.4m. This was partly due to an A\$40.1m abnormal tax benefit, but also to lower interest charges down from A\$40.3m to A\$27.3m.

Revenues increased by 8.7 per cent to A\$171.3m, while operating costs rose by only 5.5 per cent to A\$85.5m.

The company said the improved results were "mainly attributable to increased advertising volumes, derived from

improved trading conditions and modest advertising rate and cover price increases".

Classified advertising volumes for the Sydney Morning Herald rose by 8.8 per cent, and for the Melbourne Age by 10.4 per cent. Display advertising volumes were up by 12.4 per cent and 2.2 per cent, respectively.

The company, which has been at the centre of a high-profile Senate inquiry recently,

added that trading results since end-March had "continued to reflect the improving economic conditions". Profit projections for the year to end-June were satisfactory.

• The Senate inquiry looking into foreign ownership of the print media and, more specifically, the circumstances surrounding the government's decision to let Mr Black raise his Fairfax stake from 15 to 25 per cent, is to make an interim

report early next month and a final report by late September.

This essentially delays the final report, while a privileges committee examines the Senate's powers to demand documents and whether the federal court should play any role. The inquiry has sought certain Foreign Investment Review Board documents relating to the various bids for Fairfax, but members of FIRB have refused to hand these over.

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Falling sales take toll on Japanese watchmaker

By William Dawkins

Citizen Watch, Japan's largest volume watchmaker, yesterday reported a sharp drop in full-year taxable profits, due to declining sales and a prolonged fall in capital investment.

Pre-tax profits fell by 36.8 per cent to Y10.6bn (US\$103m) in the year to March, easily wiping out the previous year's small rise on turnover down by 7.4 per cent to Y233.7bn.

Net profits fell by 36.5 per cent to Y6bn.

Citizen warned that the outlook for demand was sluggish, while price competition and the yen's value were "unprecedentedly difficult".

The group strengthened plans to cut costs and streamline production over the year and will continue to do so in 1994.

It expects sales this year to fall further, to Y215bn.

Watch sales, just under half total turnover, fell by 4.9 per cent to Y113.8bn on a 9.7 per cent rise in unit production to 204.8m watches, implying a sharp contraction in margins.

The company's main aim in the next two years is to upgrade its models, including introducing new engines which will conform with tough new pollution laws which India is introducing in 1996.

The only diversification Mr Bajaj will consider is the production of other kinds of vehicles. In 1987, he tried and failed to buy control of Ashok Leyland, the lorry producer.

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Citizen will maintain its dividend at Y9 per share, which is just over twice covered by earnings of Y15.2 per share, down from earnings per share of Y30.65 in the previous year.

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Bajaj Auto aims to maintain its dominance

The Indian scooter maker is capitalising on economic liberalisation, says Stefan Wagstyl

Few Indian industrialists have stayed as close to their business as Mr Rahul Bajaj, chairman of Bajaj Auto, the country's largest maker of scooters and motorcycles.

While other business leaders have often allowed themselves to be swept up by the social and political whirl of Delhi, Bombay, Calcutta or Madras, Mr Bajaj has lived next to his factory to Pune since 1985, an industrial city three hours' drive from Bombay. Like his workers, he sent his three children to the local school.

Born into a wealthy business family, brought up in Bombay and the holder of an MBA from Harvard University, Mr Bajaj would have been forgiven for deciding against life on the factory site. But he says he could not have built Bajaj Auto into a world-class company any other way.

It is not an idle boast. Bajaj is one of the few large Indian companies which competes successfully with the world's best. Among manufacturers of two-wheelers, it ranks fourth, behind Honda, Suzuki and Kawasaki of Japan and ahead of Piaggio of Italy, which belongs to Fiat.

Bajaj held its domination of the Indian market even though Piaggio and the Japanese makers entered the country as long ago as the early 1980s. Most recently its market share has been rising — to 49 per cent in the year to March 1994.

With a market capitalisation equivalent to \$1.4bn, Bajaj Auto is a popular stock with foreign fund managers, who will have a further opportunity to buy the shares when the

company launches a \$200m Euro-equity issue later this year.

Bajaj is the biggest profit earner in the Indian vehicle industry and posted a 180 per cent increase in net returns to Rs1.45bn (US\$102.2m) on sales which rose 27 per cent to Rs16.8bn.

Mr Bajaj says that the com-

protectionist. Mr Bajaj rejects the allegation, saying government should support the entry of foreign investors but should also encourage domestic companies.

"Some Indian companies must become world-beaters," he says.

Bajaj is free of the messy diversifications which encumber many leading industrial

stuck to our knitting," says Mr Bajaj. "and we always will."

Bajaj, which started manufacturing two-wheelers in 1961 under licence from Piaggio, made 900,000 last year and plans to produce around 1.8m vehicles by the year 2000. Its

models, including scooters, motorcycles and three-wheeled auto-rickshaws, can be seen in

abroad in developing countries. Exports, now less than 5 per cent of sales, are planned to rise to 15 per cent, with big gains expected in China, Vietnam and Mexico.

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be most admires is Honda. But he says Bajaj Auto is now too big a rival for Honda or any other Japanese maker to consider a partnership. Bajaj last year held talks with Piaggio over a joint venture in India and worldwide collaboration with a possible exchange of equity. But these failed, so Bajaj is on its own in two-wheeled vehicles.

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Mr Bajaj has yet to set a timetable for his project or identify a foreign partner.

Higher demand boosts Amcoal

By Mark Suzman

In Johannesburg

Amcoal, the coal mining arm of South Africa's Anglo-American conglomerate, benefited from increased demand from Eskom, the country's main electricity supplier, which attributed earnings before abnormal items up to R255.7m (US\$71.6m) from R240.6m for the year ending March.

The earnings from Eskom helped offset a decline in export revenues resulting from the weakness of the rand against the dollar. Overall

sales increased by 3.9m tons to 45.5m tons, of which 31.3m tons went to the electricity company, a rise of 3.1m tons.

Turnover at R1.92bn was slightly off last year's R1.94bn, largely as a result of the lower cost of sales.

A dividend of 350 cents was declared.

Mr David Rankin, chairman, said that cost-containment for the year had been excellent and average colliery working costs were down 0.4 per cent on last year. He attributed the improvement to "the more effective deployment of labour

and the benefits of more productive mining methods."

• Nampak, the South African paper and packaging group, increased after-tax profit before abnormal items 10 per cent to R169.2m for the half-year to March, compared with R154.1m for the same period a year ago.

Attributable income rose 15 per cent to R174.3m from R151.2m on the strength of a one-off sale of some machinery.

Turnover rose by only 3 per cent to R3.38bn from R2.82bn, due to a decline in volumes and pressure on selling prices.

Bridge Oil's US properties would imply a net asset backing for the company of more than A\$1 a share.

Parker & Parsley, which launched its offer on Wednesday, is bidding only 70 cents a share.

On the stock market, Bridge

shares — which were already standing ahead of the Parker & Parsley offer price by Wednesday night — rose by a further 1 cent to 73 cents.

There has been speculation that Parker & Parsley will be obliged to raise its bid, or that other interested suitors

may enter the fight.

In launching the bid, Parker & Parsley said its stake amounted to 4.2 per cent of its target's equity.

Bridge's exploration and production operations are split between Australia and south-east Asia, and the US — with the Australian activities centred on the Cooper, Surat and Carnarvon Basins, and the US interests spanning five states.

Expansion-minded US oil

independents have shown growing interest in Australian oil and gas producers.

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SAB

INTERNATIONAL CAPITAL MARKETS

PPI fall boosts US Treasuries

By Patrick Harverson
In New York and
Sara Webb in London

US Treasury prices received a big boost yesterday morning from an unexpected decline in April producer prices.

By midday, the benchmark 30-year bond was up 1/2 at 85%, yielding 7.506 per cent. Prices were also firmer at the short end of the market, where the two-year note was up 1/4 at 92%, to carry a yield of 6.046 per cent.

The market had been expecting a small rise in April producer price index, so when it was announced that the PPI had fallen by 0.1 per cent last month, buyers quickly moved into the market, which was primed for some sort of rally after Wednesday's big auction-related losses.

With dealer short-covering providing additional strength, prices at the long end of the maturity range rose by more than a point during the morning.

Prices were also buoyed by a surprising 0.8 per cent decline

in April retail sales, although this good news was tempered by the fact that March retail sales were revised upward from a 0.4 per cent gain to a 1.7 per cent gain.

Although the data is unlikely to deter the Federal Reserve from tightening monetary policy one more time this

GOVERNMENT BONDS

month, analysts said the weak numbers might persuade the Fed to raise interest rates by only 25 basis points, rather than by 50 basis points.

UK government bonds climbed during the course of the day, helped by better-than-expected UK trade data and the rally in US bonds. The trade data for February showed a reduced deficit.

The monthly numbers are highly erratic, but the fall in imports, which had been strong for five months, is reassuring," said Mr Simon Bristow, economist at S.G. War-

burg Securities, suggesting that the pace of recovery in the UK could be easing.

Volume in the cash and futures markets was low. The Liffe gilt futures contract, which closed at 103.22 on Wednesday, touched a low of 103.02 early yesterday, climbed to a high of 104.12, and traded at 104.05 by late afternoon.

The gilt market expects the Bank of England to announce its next gilt auction today, although views are divided on which maturity the Bank will choose.

The market has been starved of long-dated issues since late 1993, and the yield spread for 25-year issues over 10-year gilts has narrowed from 20 basis points in mid-April to five quarters.

Given the Bundesbank's half-point cut in German interest rates on Wednesday, market participants are waiting to see whether the Bank of Spain follows suit.

The French and German government bond markets were closed for a public holiday yesterday.

yields which have resulted from the global bond market shake-out.

■ Spanish government bonds ended higher, taking their cue mainly from the US in light trading.

Yesterday saw the release of Spanish unemployment and GDP data, providing some evidence of economic recovery, according to Mr Steven Dulake, bond analyst at PaineWebber.

The percentage of unemployed fell to 17.76 per cent in April from 17.92 per cent in March, while GDP rose at a year-on-year rate of about 0.5 per cent in the first quarter of 1994, the first such increase in four quarters.

"The Bank is creating a severe distortion in the gilt market by not issuing long-dated stock," complained one international fund manager.

However, many dealers believe the Bank is unwilling to issue long-dated stock as this could be seen as condoning the "abnormally" high

Daewoo launches \$75m three-year FRN

By Antonia Sharpe

The Ascension Day holiday in many parts of Europe brought activity in the Eurobond market to a standstill yesterday, with the only issues coming from Asian borrowers.

Daewoo, one of South Korea's largest conglomerates, raised \$75m through an issue of three-year floating-rate notes.

Lead manager Korea First Investment said the notes appealed mainly to investors in Asia. However, European investors were also interested since the notes were registered with Euromarket.

China Hain Cement Corp, the

only Taiwanese cement company permitted to invest in mainland China, launched a \$85m offering of eight-year convertible bonds. The proceeds will be used to finance China's

INTERNATIONAL BONDS

suspended proceedings while its governors discussed the bank's arrears and soft loan arm put pressure on the ADB's Eurobonds.

Dealers said the yield spread on the ADB's recent issue of 10-year Eurobonds had widened by five basis points to 45 basis points over 10-year US Treasuries in the last week.

The bonds were launched in March at a spread of 23 basis points.

Revelations of mounting arrears, now more than \$700m, and a critical report of the bank by outside consultants have put a question mark over the ADB's triple-A rating.

Ms Helena Hessel, a director

at Standard & Poor's in New York, said she would be reviewing the ADB's rating in the next few months.

She noted the bank's problems were "part of the package for a regional development bank", and said that S&P would only be concerned if the criticism had a negative impact on shareholders.

"Should we see a real lack of support from shareholders and an increase in the bank's gearing ratio then this would have to be reflected in the rating," Ms Hessel said.

However, she was encouraged by the bank's steps to strengthen its provisions and sanctions policies.

WORLD BOND PRICES

BENCHMARK GOVERNMENT BONDS

	Coupon	Red Date	Price	Days change	Yield	Week ago	Month ago
Australia	0.500	06/03	103.7600	+0.240	8.09	6.78	6.10
Belgium	7.250	04/04	103.8500	-	7.90	7.15	
Canada	6.500	05/04	88.5500	-0.200	8.02	8.56	8.11
Denmark	7.000	02/04	-	-	7.45	7.11	
France	BTAN	05/04	-	-	5.25	5.94	
QAT	6.500	04/04	-	-	7.11	6.54	
Germany	6.750	01/04	96.7000	+0.200	8.02	6.60	6.27
Italy	6.500	01/04	103.8000	+0.200	8.22	8.37	8.46
Japan	4.800	06/03	106.8500	+0.200	8.00	8.67	8.84
No 115	10.000	10/03	104.0200	+0.200	8.00	8.33	8.46
Netherlands	6.250	01/04	-	-	7.25	7.00	
Spain	10.500	01/04	105.8500	+0.700	8.65	8.67	8.84
UK Gilt	6.000	08/09	92.16	+7.25	7.75	7.85	7.10
7.500	11/04	90.03	+7.25	8.17	8.23	8.80	
9.000	10/08	105.28	+9.32	8.23	8.34	7.81	
9.500	01/04	106.25	+9.32	8.23	8.34	7.81	
US Treasury	6.250	08/22	95.03	+0.502	7.25	7.53	7.23
6.000	04/04	90.5400	-	-	7.36	7.57	6.94
ECU (French Govt)	6.000	04/04	90.5400	-	-	-	-

Yields: Local market standard.

† Gross (including withholding tax of 12.5 per cent payable by non-residents).

‡ Net (excluding withholding tax of 12.5 per cent payable by non-residents).

Source: Amis International

US INTEREST RATES

Country		Treasury Bills and Bond Yields
Money market	One month	4.00 Two year
Bankers' bills	6.1	3.78 Three year
Eurobills	6.2	4.00 Medium term
Eurobonds	3.11	4.24 10-year
Fed Funds at Interbank	5.38	5.38 30-year

BOND FUTURES AND OPTIONS

France

■ NOTIONAL FRENCH BOND FUTURES (MATIF) May 11

	Open	Sett price	Change	High	Low	Est. vol.	Open Int.
Jun	120.25	120.26	+0.50	120.40	119.78	198.6000	113,469
Sep	119.25	119.26	+0.52	119.38	119.00	4,763	17,173
Dec	118.32	118.32	+0.50	118.48	118.10	3,353	3,629

■ LONG TERM FRENCH BOND OPTIONS (MATIF) May 11

Strike Price Jun Sep Dec Jun Sep

119 1.53 1.98 - -

120 0.64 1.43 - -

121 0.53 1.03 - -

122 0.42 0.93 - -

123 0.03 0.42 - -

Est. vol. total, Cols 27/47 Put 6000. Previous day's open Int., Cols 30/70 Put 7000

Germany

■ NOTIONAL GERMAN BUND FUTURES (LIFFE) DM200,000 100ths of 100%

	Open	Sett price	Change	High	Low	Est. vol.	Open Int.
Jun	84.81	85.28	+0.30	85.48	84.65	67348	187028
Sep	84.22	94.77	+0.28	94.90	94.18	143	21081

■ BOND FUTURES OPTIONS (LIFFE) DM200,000 points of 100%

Strike Price Jun Sep Dec

109 0.65 0.67 1.20

110 0.50 0.53 1.40

111 0.30 0.47 0.80

112 0.20 0.47 0.80

113 0.10 0.47 0.80

114 0.05 0.47 0.80

115 0.02 0.47 0.80

116 0.01 0.47 0.80

117 0.00 0.47 0.80

118 0.00 0.47 0.80

119 0.00 0.47 0.80

120 0.00 0.47 0.80

121 0.00 0.47 0.80

122 0.00 0.47 0.80

123 0.00 0.47 0.80

124 0.00 0.47 0.80

125 0.00 0.47 0.80

Bank of Ireland at £280m

By Tim Coone in Dublin

A substantial drop in loan loss provisions and a turnaround in its US and UK divisions were the main factors behind a £155m (£152.4m) surge in pre-tax profits at Bank of Ireland, the Republic's second largest clearing bank.

The group reported sharply higher pre-tax profits of £220.1m on total income up 17 per cent to £583.3m (£541m) for the year ending March 31. This included £11.3m in profits resulting from the harmonisation of accounting dates of certain subsidiaries.

Group loan loss provisions have fallen from £150m to £83m. The biggest drop was in its First New Hampshire subsidiary where provisions fell from £26m to just £7m. FNH put in profits of £11.2m, its first contribution since it was acquired in 1988.

Interest income grew by 16 per cent to £264.5m, while other income – derived mainly from fees and commissions – rose by 18 per cent to £33.7m.

Operating expenses increased 12 per cent to £631m (£564m), although the underlying increase was only 2.9 per cent after adjusting for exchange translations.

Corporate and treasury operations showed a 6 per cent decline in profits to £61.2m after an exceptionally good year in 1993-94 when the ERM currency crisis resulted in a sharp boost of activity.

A strong performance was also recorded by other activities, primarily in Bank of Ireland Home Mortgages in the UK and by life assurance and investment services. Their contribution to group profits jumped from £13.5m to £58.3m.

The Tier 1 capital adequacy ratio improved to 7.9 per cent (6.6 per cent).

Mr Pat Molloy, group chief executive, said that expansion of its retail banking operations into the continental European market has been looked at but ruled out, and that further growth in the group would therefore focus in its existing markets in Ireland, the UK and the US.

He would neither confirm nor deny that

the bank was looking to buy a large mortgage portfolio in the UK from another institution, but said: "We have been very encouraged by the success of BHF in the UK and we expect to see substantial further growth in this market... I am open-minded about an acquisition."

Earnings were 85.2p (12.8p). A final dividend of 6.75p makes a total of 10.5p (9.85p).

• COMMENT

After several years of poor performance, Bank of Ireland is once again firing on all cylinders having finally cleaned up the mess it drove into at full speed in New Hampshire. Steady earnings growth should result as its main markets all emerge from recession, with pre-tax profits of £300m and earnings of some 38p attainable in the current year. This puts the group on a prospective p/e of 6.2, which places it at the low end of the financial sector, which is hard to justify given its strong turnaround and good business prospects.

Recovery lifts Royal Insurance to £32m

By Richard Lapper

Royal Insurance, one of the UK's largest insurance companies, yesterday reported pre-tax profits of £32m for the first three months of 1994, further underlining the recovery of the sector after its heavy losses between 1990 and 1992.

The result compared with a £2m profit last year, and followed positive figures earlier this week from both General Accident and Commercial Union.

Like its rivals, Royal was hit by a decline in the value of its investment in both bonds and equities over the quarter, with the group's solvency margin – which measures shareholders' funds as a percentage of non-life premium income – falling to 44 per cent (60 per cent).

Also like its competitors, Royal's better operating performance mainly reflected continuing improvements in the UK, where the underwriting profit of £10m (£41m loss) was Royal's best start to the year since 1989.

Excluding the reduction in its reinsurance operations, which Royal has scaled back, underlying general insurance income in the UK rose by 6 per cent. Rate increases are still being achieved in commercial lines, and pricing has been stabilised in personal lines.

In the US, Royal was hit by losses from winter weather of £21m and from the Los Angeles earthquake of £17m. Overall, underwriting losses in the US climbed from £94m to £131m (£90m), with the operating ratio (claims plus expenses as a percentage of premiums) reaching 143.4 per cent (123.7 per cent). The ratio on US householders' business rose to 266.8 per cent (147.9 per cent).

At group level general insurance premium income amounted to £345m (£90m). Life income was £22m (£34m). Underwriting losses were £56m (£123m). See Lex

Argent property shows £23.6m increase in value

By Vanessa Houlder, Property Correspondent

Brindleyplace, a Birmingham development site bought last June by Argent Group, a property investment and development company, for £3m has been revalued at £26.6m.

The valuation of the site, which has planning consent for 1.1m sq ft of offices and 330,000 sq ft of retail space, excludes a parcel of residential land, which Argent has sold for £2m.

The figures were shown in the pathfinder prospectus for

Argent, which is set to join the stock market with a market capitalisation of about £140m.

Argent also owns 16 investment properties, which were valued at £19.1m on March 31 and have exchanged contracts to buy another investment property, valued at £13.3m.

The placing and offer will raise about £23m of new money.

The company has net assets before flotation of £123m and net debt of £121m. Net assets per share have risen from 100.3p at the end of 1993 to 222.8p at the end of 1993.

In 1993, the company incurred a pre-tax loss of £3.88m (£3.76m), due to write-offs of interest rate hedging instruments.

Warburg Pincus, the US venture capital fund which owns 66 per cent of the company, will reduce its holding to below 50 per cent. The management, which own 16.6 per cent, do not intend to sell their shares.

Argent said it would not pay dividends until "the board is satisfied that it is in the interests of the group to do so". Its principal objective is growth in net assets per share.

Laying proper foundations

A wave of property companies have joined the stock market in recent months. But in the wake of the worst post-war property recession, few have been able to claim a particularly distinguished record.

However, Argent has few qualms in claiming such a background. "The Argent team has anticipated changes in the property market correctly and acted decisively," the prospectus says.

Argent bases its claim on three shrewd decisions taken over the past five years. It reduced its development exposure when the market peaked in 1989. It bought investment properties at the bottom of the market between 1991 and 1993 and it now proudly states it lost a mere £1m on its development programme and never missed an interest payment.

The other factor that distinguishes Argent, in the eyes of some analysts, is the quality of its management. "There are only two management teams [of the property companies joining the market] worth backing, and this is one of

them," says Mr Alec Pelmire of Kleinwort Benson.

Argent was founded in 1981 by Mr Michael Freeman, aged 42, and Mr Peter Freeman, 38, sons of Mr David Freeman of DG Freeman, the City law firm, and joint chief executives.

They began by assembling sites, winning planning permission and selling the package on to an institution or property company. Sometimes they would carry out developments themselves or with a joint venture partner. By 1988, Argent was involved in 20 developments.

But the property market was becoming overheated and in April 1989, Argent took the decision to get out. As a result, it now proudly states it lost a mere £1m on its development programme and never missed an interest payment.

Two years later, it believed that property values had fallen so low that the time was right to re-enter the market. In July 1991, it established a joint venture with Warburg Pincus, a US venture capital company. Over the next two years, it bought 16 investment properties at a total cost of £135m.

Vanessa Houlder

B&J explains bid recommendation

By Andrew Boiger

Brown & Jackson, owner of the lossmaking Poundstretcher chain of discount stores, said yesterday it was recommending a rescue offer from Pepkor, of South Africa, because the group offered greater financial security and retailing experience.

B&J had previously recommended a capital injection by the Weisfelds, the millionaire couple who created the What Everyone Wants discount clothing chain.

The Weisfelds had offered to inject an initial £5m, in return for 19 per cent stake and two seats on the board. If their investment had reached its proposed maximum of about £28m, their stake would have reached 42 per cent.

Pepkor has proposed injecting an initial £20m, but will receive a 63 per cent stake if it puts in the full £56.2m proposed.

In a circular B&J said the Pepkor offer included an offer of trade finance of up to £12m, which would allow the group

to pay off its bank loans. The Weisfelds' plan included a bank guarantee of up to £3m, but further facilities until the end of this year would be subject to strict conditions.

B&J said these conditions would be costly and create a climate of continuing uncertainty. Pepkor's offer of finance arrangements with a five-year term would reduce the uncertainty and greatly increase the ease with which the business could be managed.

The circular said that the

experience in variety discount retailing offered by Pepkor is greater than that of Mr and Mrs Weisfeld and will in the long term outweigh the contribution that the Weisfelds' experience is likely to make to a business of the nature and scale of B&J.

Mr Christo Wiese, Pepkor's chairman, said B&J represents a discount store chain with good volume and market share. It is an established brand within the discount market and has an established supply and distribution network.

Costs and taxes restrain ADT net income to \$27m

By Paul Taylor

ADT, the electronic security services and car auction group with operations in North America, the UK and continental Europe, yesterday reported a small increase in first quarter net income held back by higher interest costs and taxes.

Net income for the the three months to March 31 rose from \$26.2m to \$27.1m (£18.5m) while earnings per share slipped to 18 cents (20 cents). The shares closed 20p down at \$56p.

The decline in earnings per share reflected a higher deferred tax charge and finance costs together with an increase in the weighted aver-

Dissidents win control of Andrews Sykes board

By Paul Taylor

Dissidents led by Mr Jacques Murray yesterday finally won control of the Andrews Sykes board after shareholders at an adjourned extraordinary meeting voted Mr Murray and four of his supporters onto the eight-man board.

Mr Murray, who holds a 26.7 per cent stake in the specialist industrial services group, has waged an 18 month battle for control of the board. He has repeatedly expressed dissatisfaction with Sykes' performance.

An earlier move by Mr Murray

to appoint Mr Murray and his nominees to the board. They also decided to remove Mr Stuart Ross, finance director, and Mr David Crowe, an independent director, from the board. However, a proposal to remove Mr David Martin, Sykes' recently appointed chief executive, was rejected.

At group level general insurance premium income amounted to £345m (£90m). Life income was £22m (£34m). Underwriting losses were £56m (£123m). See Lex

Winterflood to trade gilts

By Sara Webb

Winterflood Securities, the smaller companies marketaker owned by Close Brothers, plans to move into trading UK government bonds this August.

The company has already started hiring gilt traders and is hoping to obtain permission from the Bank of England to join the ranks of gilt-edged market makers (Gemmias).

Mr Brian Winterflood, chairman of Winterflood Securities, said the intention was to speci-

alise in private client business and "smaller dealers". At present, only a handful of the Gemmias carry out small deals for private investors, and many gilt market participants claim the business is uneconomical.

"It doesn't pay them to do these small bargains: some Gemmias quote [prices] to miss, but we'll be quoting to deal," claimed Mr Winterflood yesterday.

Mr Adrian Ireland, formerly at SG Warburg Securities, has become head of trading.

DIVIDENDS ANNOUNCED

	Current payment	Date of payment	Corresponding dividend	Total for year	Total last year
AG Holdings	Int. 2.25	July 1	-	-	2
Bank of Ireland	Int. 6.75-8.1	July 15	6.5	10.5	8.83
City of Oxford	Int. 1.4	July 27	1.4	5	5
Euromoney Pubs	Int. 13	July 27	10.5	-	38
Finlay (James)	Int. 2.15	July 14	2.15	4.15	4.15
GrandMet	Int. 5.15	Oct 3	4.85	-	13
Hughes (TJ) S	Int. 1.75	July 4	1.55	2.5	2.3
NAS UK Smaller	Int. 1.8	July 1	1.8	2.0	2.6
Jarvis (P) Ltd	Int. 0.35	July 29	0.2	5.2	4.7
MetLife Green Envry	Int. 21	June 29	2	-	4.5
Overseas Inv Tdt	Int. 0.85	June 29	0.85	-	3.15
Tomkins	Int. 3.5	July 1	3.5	-	11.5
Warner Howard	Int. 5.04	July 4	4.38	7.31	8.5

Dividends shown per share net except where otherwise stated. + on increased capital. USM stock. 48p per share.

CAMAS plc

(Incorporated in England and Wales under the Companies Act 1985, with registered no. 292409)

Introduction to the Official List

Sponsored by

J. Henry Schroder Wag & Co. Limited

Share capital upon the Demerger becoming effective

Authorised Number Amount in Ordinary Shares of 5p each

460,000,000 £23,000,000 £15,653,351.10

CAMAS plc is an integrated quarrying, coated stone, concrete products and road surfacing business.

Listing particulars are available for collection from the Company Announcements Office, the London Stock Exchange, London Stock Exchange Tower, Capel Court Entrance, off Bartholomew Lane, London EC2R during normal business hours from today until 17th May, 1994 and on any weekday (Saturdays excepted) up to and including 27th May, 1994 from:

CAMAS plc
Regent House
Rodney Road
Cheltenham
Gloucestershire GL50 1HX

J. Henry Schroder Wag & Co. Limited
120 Cheapside
London EC2V 6DS

13th May, 1994

NOTICE OF REDEMPTION

To the Holders of

BankAmerica Corporation

\$5,000,000

Floating Rate Senior Euro Medium-Term

COMPANY NEWS: UK

Camas expected to be valued at between £230m and £260m

ECC reveals demerger details

By Andrew Taylor,
Construction Correspondent

Details of the stock market launch of Britain's fifth largest aggregates company, with sales last year of £265.2m and net assets of £224.4m, were announced yesterday by English China Clays, which is demerging its building materials business.

Deals in Camas - an acronym of Construction, Aggregates, Materials and Services - are to start on June 1, if the demerger is approved by shareholders at an extraordinary meeting on May 31.

They are being offered one Camas share for every ECC share currently held. ADR holders will also receive Camas shares.

Mr Malcolm Brown of James Capel, the brokers, said yesterday he expected Camas shares to open at 75p to 85p, valuing the company at between £230m and £260m.

The company initially had been looking for an opening price approaching £300m, before the recent slide in construction and building material share prices.

Camas last year made pre-tax profits of £1.1m (£6.4m), generating notional earnings per share of 3.05p after allowing for a 16 per cent tax charge due to beneficial deferred taxation arrangements.

A more normal tax charge of 27 per cent would have produced earnings of 2.6p.

Mr Alan Shearer, Camas chief executive, said a total

dividend of at least 3.75p was planned this year.

Assuming an 80p opening price, this would put the shares on a yield of nearly 6 per cent and an historic p/e of 30 on the higher tax charge.

At the end of December, Camas had net debt of £56.7m, representing gearing of 29.7 per cent. Net debt is expected to have risen to 28m when the demerger is completed.

Four fifths of total sales were achieved in Europe, mostly in the UK. The company also operates in the US in Colorado, Minnesota and North Dakota.

Europe generated profits of £25.9m before central overheads, representing 4.9 per cent of sales of £522m. This compared with margins of 17 per cent in 1993, when the UK construc-

tion market was at its peak.

US profits, however, have improved, helped by the construction of a large new airport at Denver, rising to 28m, equivalent to 10.9 per cent of sales of £72.2m. This compares with margins of 44 per cent, producing profits of £1.1m in 1993.

Mr Shearer said markets on both sides of the Atlantic were recovering. The company's prices in the UK had been increased by an average of between 5 and 7 per cent in March, while sales volume in the UK was expected to rise by 1 per cent this year.

The company, in addition to producing aggregates, manufactures concrete products and is a leading asphalt contractor in the UK.

See Lex

Rank Org shares fall following lacklustre statement

By David Wighton

Shares in Rank Organisation

lost 15p to 403p yesterday after the leisure company issued a trading statement

described by one analyst as "lacking sparkle".

The company said it had

achieved a "satisfactory first half so far,

and there are continuing indications that leisure spending in the US and UK is likely to be at higher levels than in 1993".

In spite of bad weather in the US, which contributed to a slight decline in profits from its Hard Rock restaurant business, trading results up to the middle of April were ahead of last year. The film and television division had performed "particularly well".

But Mr Bruce Jones, leisure analyst at brokers Sutcliffe New Court, said that holiday bookings and the marginal increase in bingo turnover were "a little disappointing".

Although holidays sold for the first half were up 12 per cent, bookings for the second half were only 2 per cent ahead, in line with a slowdown in the total holiday market.

In the year to March 31 1994, Lingua Franca reported operating profits of \$515,000 on turnover of \$4.83m.

The shares rose 125p to 2125p.

The consideration for the holding company of which is Rothemere Investments, is buying an indirect 30 per cent interest in Lingua Franca, a programming training and consultancy company and 49 per cent of Adhesion et Associes, a French business convention company.

It is also refinancing the acquisition of 80 per cent of Engel Publishing Partners, bought in March for an initial \$1.32m (£880,000) and further payments to a maximum of \$7.5m.

The issue price and number of shares will be fixed no later than May 18 after presentations have been made to

possible investors.

Euromoney is paying \$1m for the Lingua Franca stake, which will be increased to 50 per cent at a cost of \$700,000 next year. Mr Michael Sobol, director of a Euromoney associate, is making the same investments as Euromoney, which will hold a put and call option on the stake.

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It is also refinancing the acquisition of

DCC joins market in £6m placing

COMPANY NEWS: UK

Jarvis Porter makes Dutch purchase

By Paul Taylor

Jarvis Porter, the specialist label printer, yesterday announced plans to acquire three Dutch labelling companies for £14.8m (£17.5m) from Nederlandse Grafische Groep.

The deal came as the group reported a 43 per cent increase in full year pre-tax profits buoyed by earlier domestic acquisitions. Earnings increased by 23 per cent to 14.8p (11.4p) and the final dividend is raised to 3.55p, making a total for the year of 5.2p (4.7p).

The proposed acquisition will be funded by a rights issue of 7.5m shares at 230p and provides Jarvis Porter with an important foothold in the continental European label printing market. The shares closed 1p lower at 274p yesterday.

Tomkinsons shares fall 11% to 280p

Tomkinsons, the carpet manufacturer, saw its shares fall 11 per cent after reporting pre-tax profits down from £243,000 to £232,000 in the six months to April 2.

The shares fell 35p to 280p.

The company said that there had been considerable volatility in the carpet market and concerns about increases in personal taxation had depressed consumer sentiment.

The trading outlook remained difficult, the company added, and the full year trading was expected to be below that of last year.

Turnover was £9.8m (£10.4m). Earnings per share were 3.6p (4.7p).

The interim dividend is being maintained at 3.5p.

Melville share deals suspended

Shares in Melville Group were suspended at 41p yesterday after the exhibition services and interior fittings company warned that it was in talks which might lead to the sale of a substantial part of its business.

In November, the company reported pre-tax losses for the year to June 30 of £1.18m, against a restated £1.86m deficit.

The result was after a fall in exceptional and provisions from £12.7m to £9.6m.

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COMMODITIES AND AGRICULTURE

Silver deficit at record and still growing

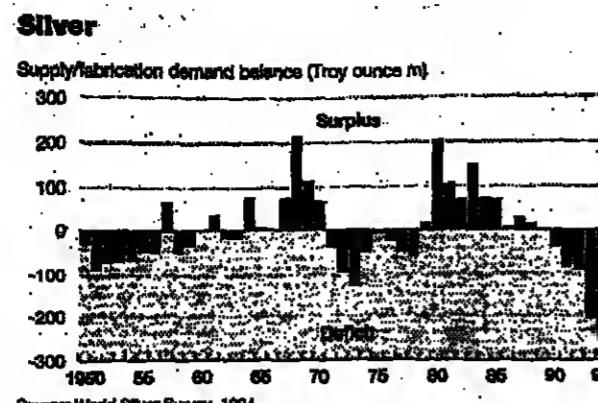
By Kenneth Gooding
In New York

Worldwide fabrication demand for silver outpaced supply for the fourth consecutive year in 1993, by a record 207.5m troy ounces, according to the annual survey from the Silver Institute, the Washington-based international association of miners, refiners, fabricators and manufacturers.

The deficit is forecast to widen this year to 248.4m ounces.

This suggests that stocks of silver readily available to the market, which stood at 1.1bn ounces in 1990 could be down to 820m at the end of this year. The survey points out that the 1.1bn of stock was built up from supply surpluses between 1979 and 1980. Any other silver stocks are probably relatively unavailable to the market at any price, given that they had not been sold when prices rose ten-fold, from US\$5 to \$50 an ounce in 1979 and 1980, nor when silver prices fell by more than 90 per cent in the following 13 years.

According to the CPM precious metals consultancy



Source: World Silver Survey, 1994

group which compiled the data for the survey, silver supply fell by 6.1 per cent last year, from 50.7m ounces to 47.5m, the lowest level since 1986.

This was mainly because of closures of copper, lead, and zinc mines where silver was produced as a by product.

Fabrication demand, meanwhile, rose by 14.4 per cent, from 58.3m ounces in 1992 to 67.8m. Much of this growth came from a doubling of demand in India, the second largest consumer, after the US, for silver jewellery and decorative objects following the relaxation of import restrictions there in January 1993, which lead to lower Indian market prices.

Worldwide fabrication demand is projected to rise this year by another 7.2 per cent to 72.7m ounces. Supply in 1994 is predicted to grow at a much lower rate, by 1.7 per cent to 47.4m ounces.

The surge from India helped demand from silver jewellery and flatware manufacturers to jump by 27.5 per cent last year to 221.6m ounces, so that it

overtook the use of silver in photographic film and papers, up by 1.3 per cent to 183.8m ounces.

"This was the first time in more than 25 years that silver used for jewellery and silverware was greater than silver demand in photography," said Mr Dennis Wheeler, president of the institute at an analysis briefing here. "This is very significant and it reflects the increased demand for the metal from growing economies such as India and Thailand."

Mr Jeffrey Christian, managing director of CPM, picked up this theme when discussing long term trends in the use of silver. There had been a sharp increase in the share of the silver market represented by fabrication demand in developing countries, primarily in India and Thailand.

Much of the jewellery formerly fabricated in Italy or the US was now made in Thailand. Consequently, silver use in the US, Thailand and other big consuming nations.

World Silver Survey 1994: US\$30 in the US and \$33 elsewhere; from the Silver Institute, 1113 Sixteenth Street, NW, Suite 240, Washington DC 20036.

Silver use in coinage last

Crop setbacks put Indian sugar trade into reverse

Imports are now needed so that a presence can be maintained in the export market, writes Kunal Bose

cane diversion".

The production loss in Bihar is because of damage caused to the standing crop by floods and excessive rains. There will also be production shortfall in the two north Indian states of Punjab and Haryana.

Gujarat, however, is expected to step up production to 970,000 tonnes from 751,000. Production will also be higher in Karnataka and Andhra Pradesh.

The expected production of 9.8m tonnes will not meet domestic consumption, which the government is seeking to restrict to about 1.6m tonnes through the monthly sugar release mechanism. The total availability of sugar in the current season will be, however, around 13.8m tonnes, including the carry forward stocks of 3.2m tonnes and imports of 600,000 tonnes.

Though the Indian sugar season begins in October, production gains momentum only from the end of November, so the new season should ideally start with stocks equal to the sugar requirement for at least two and a half months. This is not going to happen in 1994.

In the meantime, new cane plantation has started. According to industry official plantings will be 20 to 25 per cent higher than last year's. But the first crop forecast and the likely sugar production in the next season will not be available till June by when the monsoon has set in.

Malaysia's tin employers may disband association

By Kieran Cooke
In Kuala Lumpur

The Malaysian Mining Employers' Association (MMEA), which groups Malaysia's main tin mining and smelting companies, is considering disbanding because of the dramatic decline in the country's tin industry.

The association says that

though there has been a recent rise in tin prices a sustained recovery has still not been achieved. Last week tin was trading at around M\$14.25 (\$3.35) a kilogram on the Kuala Lumpur market. Malaysian tin producers say they need prices in the range of M\$16 to M\$18 to cover costs.

Last September the Kuala Lumpur price dropped to a low

of M\$10.78 a kilogram.

Malaysia was once the world's largest tin producer with an annual output in the 1960s of between 60,000 and 70,000 tonnes; last year its production fell by 28 per cent to 10,384 tonnes. In 1980 nearly 40,000 workers were employed in the country's tin industry. It says that other materials like glass, aluminium and plastic are increasingly replacing tin in the packaging industry.

The MMEA says that the US Defence Logistics Agency has continued to dispose of large amounts of tin on the world market. Oversupply problems have been exacerbated, meanwhile, by increased production from relatively new producers such as Peru, Portugal and Vietnam.

Jamaican bauxite output up 3.5 per cent

By Canute James in Kingston

Jamaica's bauxite (aluminium ore) production grew up 3.5 per cent in the first quarter of this year compared with the corresponding period of last year, to reach 2.85m tonnes,

mainly because of an increase in output by one of the island's largest refiners.

Production of alumina (aluminium oxide) in the quarter rose to 792,044 tonnes, 9.4 per cent up from a year earlier, the Jamaica Bauxite Institute

reported. Crude ore exports fell 9.1 per cent to 824,477 tonnes.

Jamaica is the world's third largest producer of bauxite, after Australia and Guinea. "The increase in raw ore production and in the output of alumina are mainly the result

MARKET REPORT

Cocoa futures attract investment fund buying

London COCOA and COFFEE futures put in good performances in the afternoon.

The July robusta coffee contract had sunk to \$1,852 a tonne in the morning. But a reasonably steady New York

gave London support and prices advanced, the second month closing just \$15 down on balance at \$1,890.

Cocoa was continuing to benefit from a resurgence in interest in commodities generally,

analysts said, attracting new investment fund buying. The July position was pushed to a high of \$269 a tonne before the market backed off slightly to end \$33 up at \$254.

London Metal Exchange

COPPER prices settled back late in the afternoon, having earlier reached new highs for the current move, as yet another technical reaction set in.

Compiled from Reuter

COMMODITIES PRICES

BASE METALS

London Metal Exchange (Prices from Amalgamated Metal Trading)

M ALUMINUM, 99.7 PURITY (\$ per tonne)

Cash 3 mth 1324.5

Close 1301.2 1324.5

Previous 1303.5-1.5 1328.1-1.5

High/low 1328.1-1.5 1328.1-1.5

AM Official 1302.5-1.2 1327.7-5

Kerb close 1302.5-1.2 1326.5-7

Open int. 246.169

Total daily turnover 40,832

M ALUMINUM ALLOY (\$ per tonne)

Cash 1310.5-13 1315.20

Previous 1312.5-13 1315.20

High/low 1312.5-13 1312.5-13

AM Official 1305.15-13 1320.30

Kerb close 1305.15-13 1320.30

Open int. 3,898

Total daily turnover 805

M LEAD (\$ per tonne)

Cash 461.5-2.5 478.8

Previous 468.8-2 482.3

High/low 462.5 478.8

AM Official 462.5-2 478.8

Kerb close 462.5-2 478.8

Open int. 3,898

Total daily turnover 805

M NICKEL (\$ per tonne)

Cash 6950-50 6930-40

Previous 6740-50 6820-50

High/low 6707/50/65 6707/50/65

AM Official 6707-2 6950-5

Kerb close 6702-30 6820-30

Open int. 58,193

Total daily turnover 6,906

M NICKEL (\$ per tonne)

Cash 6950-50 6930-40

Previous 6740-50 6820-50

High/low 6707/50/65 6707/50/65

AM Official 6707-2 6950-5

Kerb close 6702-30 6820-30

Open int. 58,193

Total daily turnover 6,906

M NICKEL (\$ per tonne)

Cash 6950-50 6930-40

Previous 6740-50 6820-50

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AM Official 6707-2 6950-5

Kerb close 6702-30 6820-30

Open int. 58,193

Total daily turnover 6,906

M NICKEL (\$ per tonne)

Cash 6950-50 6930-40

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FT MANAGED FUNDS SERVICE

- FT Cityline Unit Trust Prices are available over the telephone. Call the FT Cityline Help Desk on (071) 873 4378 for more details.

AUTHORISED UNIT TRUSTS

Guide to pricing of Authorised Unit Trusts

Compiled with the assistance of Lautro 55

INITIAL CHARGE: Charge made on sale of units. Used for direct marketing and administration costs, including compensation paid to agents.

HISTORIC PRICING: The later H divisions had the managers will normally start on the advice not to pay recent market valuation. The

Administrative costs, including compensation paid to intermediaries. This charge is included in the price of units.

RECEIVED SIGNIFICANTLY HIGHER INVESTMENT RETURNS than those earned under prior

Administrative costs, including compensation paid to intermediaries. This charge is included in the price of units.

OFFER PRICE: Also called issue price. The price at which units are bought by investors.

BID PRICE: Also called redemption price.

Forward pricing is used by some mutual funds because of an intervening portfolio revaluation or a switch to a forward pricing basis. The managers must deal at a forward price on request, and must switch to forward pricing when the market price of the fund's units has changed by more than a specified amount.

SELL PRICE: Also called reservation price. The price at which units are sold back by investors.

CANCELLATION PRICE: The minimum price on request, and may store or forward pricing at any time.

FORWARD PRICING: The latter F denotes that the consumer is sold at the price in front of.

GANGSTATION PRICE: The minimum redemption price. The minimum spread between the offer and bid prices is determined by a formula laid down by the government. It

formulas laid down by the management. It practices most tank truck transport quota a much narrower spread. As a result, the bid price is lower and above the cancellation price. However, being carried out. The prices appearing in the newspaper are the most recent provided by the management.

SCHEME PARTICULARS AND REPORTS: The most recent report and scheme particulars can be obtained free of charge from the Secretary, Scheme of Compensation for Death and Injury, 100, Parliament Street, London, SW1A 2AA.

Some participants can be convinced free of charge from fund managers.

Other explanatory notes are contained in the last column of the FT Monitored Funds Service.

The premiums are as follows: (V) - 0001 to 1100 hours; (H) - 1101 to 1400 hours; (A) - 1401 to 1900 hours; (P) - 1701 to minimum. Daily, monthly, weekly, semi-annual, and annual basis of 2% FT Managed Funds Service.
 95 Lite Assurance and Unit Trust
 Regulatory Organization
 Financial Services Authority

Daily closing prices are set on the basis of five valuation points; a short period of three may elapse before prices become available.

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NEW YORK STOCK EXCHANGE COMPOSITE PRICES

AMEX C

estimated on next page

NYSE COMPOSITE PRICES

Continued from previous page

Stock	Div.	W	Shs	High	Low	Close	Chg.	Stock	Div.	W	Shs	High	Low	Close	Chg.								
High Tech Stocks		74	10	55	54	54	-1	High Tech Stocks		74	10	55	54	54	-1								
77 104 Schenck	22	1014	225	57	56	56	-1	77 152 TEP Systems	1.62	10.9	14	206	57	57	-1								
53 13 Schenck	11	14	14	51	50	50	-1	77 153 TEP Systems	1.62	11.1	15	205	57	57	-1								
57 204 Schenck	0.20	0.428	24	54	53	53	-1	77 154 TEP Systems	0.24	1.4	5	34	174	174	-1								
70 274 Schenck	1.00	9.5	12	16	273	273	-1	77 155 TEP Systems	0.24	1.6	5	34	174	174	-1								
70 274 Schenck	3.00	4.0	7	16	273	273	-1	77 156 TEP Systems	0.24	1.6	5	34	174	174	-1								
67 384 Schenck	1.40	5.2	8	283	382	382	-1	77 157 TEP Systems	0.24	1.7	14	117	55	55	-1								
175 113 Schenck	2.02	2.3	13	13	13	13	-1	77 158 TEP Systems	0.24	1.7	14	117	55	55	-1								
23 155 Schenck	1.52	7.3	10	274	52	52	-1	77 159 TEP Systems	0.24	1.7	14	117	55	55	-1								
10 175 Schenck	0.16	1.5	9	55	52	52	-1	77 160 TEP Systems	0.24	1.7	14	117	55	55	-1								
40 545 Schenck	2.02	7.3	15	35	52	52	-1	77 161 TEP Systems	0.24	1.7	14	117	55	55	-1								
20 265 Schenck	0.05	0.1	11	55	52	52	-1	77 162 TEP Systems	0.24	1.7	14	117	55	55	-1								
50 424 Schenck	2.22	6.6	11	22	47	47	-1	77 163 TEP Systems	0.24	1.7	14	117	55	55	-1								
20 144 Schenck	1.70	1.0	9	65	52	52	-1	77 164 TEP Systems	0.24	1.7	14	117	55	55	-1								
50 543 Schenck	2.04	3.2	15	25	52	52	-1	77 165 TEP Systems	0.24	1.7	14	117	55	55	-1								
33 254 Schenck	0.32	1.3	13	13	13	13	-1	77 166 TEP Systems	0.24	1.7	14	117	55	55	-1								
35 247 Schenck	0.12	0.3	20	22	47	47	-1	77 167 TEP Systems	0.24	1.7	14	117	55	55	-1								
10 156 Schenck	0.05	0.1	7	55	52	52	-1	77 168 TEP Systems	0.24	1.7	14	117	55	55	-1								
40 545 Schenck	0.05	0.1	11	55	52	52	-1	77 169 TEP Systems	0.24	1.7	14	117	55	55	-1								
10 156 Schenck	0.15	1.5	6	142	142	142	-1	77 170 TEP Systems	0.24	1.7	14	117	55	55	-1								
20 144 Schenck	0.70	2.0	3	143	143	143	-1	77 171 TEP Systems	0.24	1.7	14	117	55	55	-1								
50 543 Schenck	0.25	0.5	16	16	16	16	-1	77 172 TEP Systems	0.24	1.7	14	117	55	55	-1								
23 155 Schenck	0.25	0.5	16	16	16	16	-1	77 173 TEP Systems	0.24	1.7	14	117	55	55	-1								
10 156 Schenck	0.05	0.1	11	55	52	52	-1	77 174 TEP Systems	0.24	1.7	14	117	55	55	-1								
50 543 Schenck	0.25	0.5	16	16	16	16	-1	77 175 TEP Systems	0.24	1.7	14	117	55	55	-1								
23 155 Schenck	0.25	0.5	16	16	16	16	-1	77 176 TEP Systems	0.24	1.7	14	117	55	55	-1								
10 156 Schenck	0.05	0.1	11	55	52	52	-1	77 177 TEP Systems	0.24	1.7	14	117	55	55	-1								
50 543 Schenck	0.25	0.5	16	16	16	16	-1	77 178 TEP Systems	0.24	1.7	14	117	55	55	-1								
23 155 Schenck	0.25	0.5	16	16	16	16	-1	77 179 TEP Systems	0.24	1.7	14	117	55	55	-1								
10 156 Schenck	0.05	0.1	11	55	52	52	-1	77 180 TEP Systems	0.24	1.7	14	117	55	55	-1								
50 543 Schenck	0.25	0.5	16	16	16	16	-1	77 181 TEP Systems	0.24	1.7	14	117	55	55	-1								
23 155 Schenck	0.25	0.5	16	16	16	16	-1	77 182 TEP Systems	0.24	1.7	14	117	55	55	-1								
10 156 Schenck	0.05	0.1	11	55	52	52	-1	77 183 TEP Systems	0.24	1.7	14	117	55	55	-1								
50 543 Schenck	0.25	0.5	16	16	16	16	-1	77 184 TEP Systems	0.24	1.7	14	117	55	55	-1								
23 155 Schenck	0.25	0.5	16	16	16	16	-1	77 185 TEP Systems	0.24	1.7	14	117	55	55	-1								
10 156 Schenck	0.05	0.1	11	55	52	52	-1	77 186 TEP Systems	0.24	1.7	14	117	55	55	-1								
50 543 Schenck	0.25	0.5	16	16	16	16	-1	77 187 TEP Systems	0.24	1.7	14	117	55	55	-1								
23 155 Schenck	0.25	0.5	16	16	16	16	-1	77 188 TEP Systems	0.24	1.7	14	117	55	55	-1								
10 156 Schenck	0.05	0.1	11	55	52	52	-1	77 189 TEP Systems	0.24	1.7	14	117	55	55	-1								
50 543 Schenck	0.25	0.5	16	16	16	16	-1	77 190 TEP Systems	0.24	1.7	14	117	55	55	-1								
23 155 Schenck	0.25	0.5	16	16	16	16	-1	77 191 TEP Systems	0.24	1.7	14	117	55	55	-1								
10 156 Schenck	0.05	0.1	11	55	52	52	-1	77 192 TEP Systems	0.24	1.7	14	117	55	55	-1								
50 543 Schenck	0.25	0.5	16	16	16	16	-1	77 193 TEP Systems	0.24	1.7	14	117	55	55	-1								
23 155 Schenck	0.25	0.5																					

AMERICA

Dow moves in line with bonds for third day

Wall Street

For the third consecutive day, US share prices moved in step with the bond market yesterday, rising almost across the board after treasury prices had rallied on news of an unexpected decline in producer price inflation, writes *Patrick Harrington* in New York.

By 1pm, the Dow Jones Industrial Average was up 26.77 at 3,655.81. The more broadly based Standard & Poor's 500 was also firmer at the halfway mark, up 2.34 at 443.03, while the American Stock Exchange composite edged up 0.10 to 433.27 and the

Although bond prices later moved off their early morning highs, the drop in long-term interest rates and the good news on inflation ensured that stocks remained firmly in positive territory throughout the morning.

Philip Morris jumped 22¢ to \$50.16 in volume of 3.5m shares amid renewed speculation that it would soon split its tobacco and food businesses.

Alfred Sloan firms \$1.10 to \$35.65 in busy trading after the company said that it had signed an agreement to purchase the Textron group's Lycoming Turbine Engine division for \$375m in cash and the assumption of certain liabilities.

The news lifted Textron shares by \$1 to \$34.50 as traders forecast that the company would use some of the proceeds from the sale to buy back stock.

Marguerite Financial rose \$1.10 to \$24.60 in volume of 2m shares on the news that the home mortgage banking company is to be acquired by Chemical Banking for \$330m in cash. Chemical rose \$1.50 to \$34.75.

Gap Stores jumped \$1.10 to \$46.60 after reporting a 53 per cent improvement in first quarter profits to \$6.5m. Another retailer, Land's End, fell \$1.10 to \$44.10 on disappointing earnings.

Canada

Toronto saw losses in precious metals and conglomerates outpace gains in consumer products, transportation and communications as the TSE 300 composite index edged 5.40 lower to 4,162.77 in 25.23m shares valued at C\$21.39m.

The gold and silver index fell 16.41, or 1.7 per cent to 9,427.75. Comet gold extended earlier losses with active June gold down US\$2.90 at US\$379.60 an ounce.

• South Africa's financial markets were closed for a holiday.

Venezuela continues to be a puzzle

Joseph Mann assesses the outlook for the country's equity market

To most foreign investors, Venezuela remains a riddle. The economic policies of the administration of 78-year-old President Rafael Caldera, who began a five-year term last February, offer a confusing combination of government intervention and market initiatives.

The outlook in 1994 is for a second straight year of negative economic growth, and investors are not at all sure that the new government's economic policies - aimed at reducing the fiscal deficit, attracting private investment and generating regular economic growth with low inflation - will work.

With high inflation (46 per cent last year) and a monetary unit that has declined by 46 per cent, using the parallel market exchange rate, since January 1993, equity investors have to watch movements on the Caracas stock exchange carefully to make real short and medium-term gains.

Following an impressive rally in February, after Mr Caldera took office, the stock exchange has been generally weak.

FT-ACTUARIES WORLD INDICES

Compiled by the Financial Times Ltd, Goldman, Sachs & Co. and NatWest Securities Ltd. In conjunction with the Institute of Actuaries and the Faculty of Actuaries

NATIONAL AND REGIONAL MARKETS

Figures in parentheses show number of lines of stock

	US	Day's	Pound	DM	Local	Gross	US	Pound	DM	Local	OM	Local	DOLLAR INDEX		
	Dollar	Change	Sterling	Yen	Currency	Yield	Dollar	Sterling	Yen	Yield	Index	Yield	Local		
Australia (29)	187.60	1.5	160.93	110.72	145.87	154.35	1.8	3.55	185.18	164.26	100.49	143.47	181.89	150.18	
Austria (14)	170.41	0.1	141.00	105.57	135.57	135.57	0.1	1.00	170.41	164.26	100.49	143.47	181.89	150.18	
Belgium (42)	172.89	0.0	114.19	150.45	147.04	147.04	0.2	3.71	172.89	170.01	113.61	150.24	146.89	173.47	141.92
Canada (109)	127.33	-0.4	120.62	84.05	110.78	125.31	-0.4	0.98	254.50	263.06	187.15	221.03	228.17	278.75	221.75
Denmark (22)	254.13	-0.1	253.11	167.92	210.1	228.28	0.1	0.85	148.76	147.92	97.70	128.19	150.46	156.72	85.54
France (80)	151.57	1.9	150.91	100.03	131.97	127.95	2.1	2.05	148.76	147.92	97.70	128.19	150.46	156.72	85.54
Germany (59)	171.17	0.1	117.00	115.80	124.37	124.37	0.0	1.05	148.76	147.92	97.70	128.19	150.46	156.72	85.54
Greece (29)	143.03	0.1	142.46	142.46	142.46	142.46	0.2	0.25	148.76	147.92	97.70	128.19	150.46	156.72	85.54
Hong Kong (58)	303.30	4.4	361.85	239.92	316.09	360.34	4.4	2.96	347.88	348.92	228.48	302.13	345.06	505.56	271.42
Ireland (14)	184.37	0.0	185.65	121.76	180.41	178.60	-0.1	3.39	184.30	185.28	181.01	180.05	176.76	209.33	159.93
Italy (50)	94.93	-2.9	94.55	62.69	82.59	113.64	-2.4	0.51	97.78	87.23	64.32	116.44	97.78	57.88	67.69
Japan (99)	150.78	0.6	149.41	103.41	103.54	111.54	1.1	0.78	150.78	154.95	102.37	150.57	102.37	165.91	146.08
Malta (49)	104.49	-0.1	104.49	51.20	41.14	50.09	-0.2	0.47	104.49	104.49	51.20	104.49	104.49	104.49	51.20
Mexico (16)	1866.71	2.8	1886.11	123.89	1886.11	1886.11	2.8	3.13	1886.11	1886.11	121.27	1886.11	1886.11	1886.11	121.27
Netherlands (26)	201.93	0.1	201.11	123.99	175.99	173.16	0.3	3.24	201.93	202.50	132.42	175.12	172.80	207.43	161.30
New Zealand (14)	85.74	2.2	85.47	43.41	87.38	60.05	2.1	2.97	84.34	63.98	42.23	58.83	77.58	44.82	46.82
Norway (23)	184.03	0.8	183.28	128.13	168.81	181.08	0.7	1.74	182.82	181.83	128.70	167.54	180.84	182.82	158.38
Singapore (44)	339.72	1.2	339.72	224.32	243.05	243.15	1.2	1.65	333.72	333.90	220.54	221.03	240.42	373.92	240.57
South Africa (58)	142.44	0.4	142.44	120.50	122.02	124.54	0.4	2.26	142.44	142.44	120.50	222.55	222.55	222.55	120.50
Spain (49)	140.25	-0.8	139.69	82.82	122.02	145.79	0.0	4.08	141.12	142.32	92.66	148.73	155.79	111.33	97.22
Sweden (38)	224.42	0.3	222.92	105.20	185.28	205.81	0.4	1.54	223.73	222.47	143.94	184.31	205.49	230.02	151.95
Switzerland (40)	181.74	0.2	181.19	100.21	132.02	134.42	0.2	1.80	181.39	180.54	98.43	131.48	134.12	179.58	121.48
United Kingdom (205)	191.15	-0.4	190.33	126.23	185.31	190.38	-0.2	3.80	191.02	190.84	128.05	168.88	190.84	214.95	173.97
USA (519)	178.72	-1.1	178.00	118.00	155.36	173.72	-1.1	2.97	181.84	180.61	119.25	157.75	181.84	185.04	178.93
EUROPE (724)	189.14	-0.3	188.49	111.89	147.15	182.23	-0.1	2.89	186.69	186.94	111.38	147.29	180.32	178.58	144.87
Nordic (114)	212.88	0.4	211.81	140.44	185.02	213.40	0.6	1.32	211.73	210.63	130.00	180.88	212.15	222.60	155.30
Pacific Basin (730)	184.84	0.5	183.98	108.72	143.25	113.11	1.3	1.07	183.20	182.34	107.22	141.79	181.54	184.47	130.84
Euro-Pacific (1474)	188.86	0.4	185.69	109.88	144.74	191.63	0.7	1.84	185.74	184.81	108.88	143.94	180.87	170.78	141.98
North America (285)	175.47	-1.0	173.76	116.53	183.33	176.07	-1.0	2.98	178.20	177.23	117.10	146.84	177.89	192.73	178.27
Europe Ex. UK (1707)	149.95	-0.3	149.29	180.08	210.88	219.38	2.3	2.72	228.87	233.53	155.57	214.28	228.21	182.35	182.35
World Ex. UK (1867)	187.25	0.4	186.53	110.46	145.51	134.70	0.7	1.88	186.84	185.70	106.44	144.72	183.73	172.51	143.94
World Ex. UK (1971)	168.35	-0.1	167.71	111.19	148.80	144.93	0.1	2.07	168.58	167.81	110.70	146.38	144.73	175.59</td	

RECRUITMENT

Jobs: Western businesses are seeking ways to develop their home-grown talent for eastern and central European operations

Management techniques lost in translation

The recruitment market for management in eastern and central Europe is becoming increasingly sophisticated as more western companies establish operations in former communist regimes. The initial flow of management from west to east has slowed to a trickle as more companies are seeking to recruit and develop home-grown managers.

Where outside management is still required, companies are becoming increasingly selective. Tony Goodwin, managing director of Antal International, a specialist recruiter working solely in eastern Europe, says that the three areas of western expertise most needed are in finance/accounting, sales and marketing, and general management.

"Their education systems were geared towards technicians," he says. "There is no end of engineers, physicists and chemists to be found there, but because of their former political system there are gaps in some commercial skills."

Among the placements Antal has made recently was a Welsh finance manager of Romanian stock for a business in Bucharest.

est and an Estonian-born accountant living in Leicester found for the Getech Corporation. In that case the accountant's wife, also Estonian, is a doctor, so the recruitment was doubly beneficial to the Baltic republic.

Over the past four years, recruitment organisations have been scouring expatriate communities in different parts of the world. Australia has proved a rich source for Polish professionals and Paris has a strong Russian contingent.

A continual problem has been attracting good western managers, particularly those with families, to eastern Europe. But a revival in the old-style cafe society culture in Budapest, Prague, even Warsaw, is attracting better candidates.

Recruitment has been concentrated among the central European republics. The former Soviet republics have been far more resistant to western management which, coupled with political volatility, may

have contributed to Russia's sharply decreasing industrial output.

Mr Tamas Toth, managing partner of the Vienna-based H. Neuman International Management Consultants, one of the biggest recruiters into eastern and central Europe, said: "The challenge now for recruiters moving into eastern and central Europe is to identify and foster home-grown talent. Advocates of personality testing argue that their approach is ideal in circumstances where there has been no previous western-style selling, marketing or management culture."

Herbert Greenberg, chairman of Caliper Human Strategies, a New Jersey, US-based consultancy, is seeking to apply US-style selection techniques among businesses in the Czech Republic.

Western managers in turn reported low morale among their eastern counterparts and said many were not well trained for their jobs. Both sets of managers placed differing economic experiences and eastern bloc-western mentality ahead of language problems when assessing the biggest

obstacles to successful cooperation.

Toth concluded that the transfer of management theory among these companies he surveyed was virtually complete, even if its effective application had still to be achieved.

The challenge now for recruiters moving into eastern and central Europe is to identify and foster home-grown talent. Advocates of personality testing argue that their approach is ideal in circumstances where there has been no previous western-style selling, marketing or management culture.

The potential recruit was unacceptable but the exercise did tell them that such people could be found. Subsequent research has suggested that the proportion of eastern Europeans with what Greenberg

calls "ego drive" is something like 30 per cent, about the same as in the US.

Recruitment may, however,

be facing a more complex market than that envisaged by raw capitalism. The recent re-emergence of socialism as a political force suggests that doing business the western or US way may be losing its lustre in the east. Therefore organisations developing in the east may find it useful to consider the German model of consensus capitalism if they want to get the best out of their home-grown management and workforces.

The client sending the profiles from former state-run companies. "Then we sent a profile that looked like a sales person and we said 'This is the guy'. Our client drew breath and told us that we'd picked someone who had been working in the black market for 25 years," said Greenberg.

The potential recruit was unacceptable but the exercise did tell them that such people could be found. Subsequent research has suggested that the proportion of eastern Europeans with what Greenberg

measures at least, have delivered better industrial relations, it has improved productivity in the workplace.

If anything, it shows that the

use of human resource management is closer to what the words might suggest - systems or strategies for getting the best and most out of people. The study also suggests that HRM may deliver what management has wanted most - more productive workforces. The notion that should be viewed in any other light, such as representing a paternalistic approach, would seem misplaced.

Absenteeism rates in such workplaces were almost double those of the HRM users although the same rates were recorded by those employers without unions or HRM, indicating that HRM was not a factor in this.

Neither did HRM appear to be a strong differentiating factor for the rate at which people left their employers. It was noticeable that the leaving rate was much lower in organisations with strong unions.

Fernie and Metcalf have leaned heavily on their find-

ings covering industrial relations to criticise HRM. Having first removed the caring halo from HRM and its effect on industrial relations, their wider study does put it in a broader context.

If anything, it shows that the use of human resource management is closer to what the words might suggest - systems or strategies for getting the best and most out of people. The study also suggests that HRM may deliver what management has wanted most - more productive workforces. The notion that should be viewed in any other light, such as representing a paternalistic approach, would seem misplaced.

The study is based upon a Department of Employment workplace industrial relations survey of more than 2,000 UK employers, each with more than 25 people.

* *What has HRM achieved in the workplace? Available from the Employment Policy Institute, Southbank House, Blackfriars Road, London SE1 7SJ, price £3.*

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Securities & Futures Commission - Hong Kong Chairman

The Securities & Futures Commission (SFC) is regulatory authority whose mission is to promote user confidence in the Hong Kong securities and futures markets whilst supporting their continuing development, particularly in relation to capital formation for the China region. The SFC aims to strike a balance between measures to ensure market integrity and investor protection whilst accommodating market development and innovation. The new Chairman will direct, oversee and coordinate the operations of the SFC.

THE POSITION

- ◆ Full management responsibility for the SFC in the performance of its mission and statutory functions.
- ◆ Lead the SFC's external relations with Government, the Exchanges and the Clearing Houses, the media and at international forums.
- ◆ Oversee strategic planning, resource allocation and internal controls and generally perform the functions of a Chief Executive Officer.

Please reply in writing, enclosing full cv, Reference HK345 to:
Samuel Wan, Managing Director, N.B. Selection (HK) Ltd.
1217 Hutchison House, 19 Harcourt Road, HONG KONG (Fax 852 810 1263)

(Recruitment Consultants to the SFC)

QUALIFICATIONS

- ◆ A solid financial sector background, based on maturity and experience, with a sound understanding of the operation of financial markets and their regulation.
- ◆ Leader of vision with drive and the ability to implement change.
- ◆ Proven leadership, people management and communication skills.
- ◆ Although not mandatory, Chinese language skills would be an advantage.

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Manager Mutual Funds Administration

Excellent Tax Free Package

Talented administrator to develop important young business within a prestigious international investment banking group providing wide ranging services to individuals and corporate clients.

THE COMPANY

- ◆ Very well established, largely offshore based banking group. Reputation for total integrity.
- ◆ Ambitious growth plans throughout offshore and onshore banking and investment markets.
- ◆ Firm launch pad for developing this business.

THE POSITION

- ◆ Create and implement strategy for rapidly expanding current \$1bn mutual funds administration business.
- ◆ Ensure the continuous enhancement of quality service to clients and profitability.

Please send full cv, stating salary, ref N1941, to NBS, 54 Jermyn Street, London SW1Y 6LX

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Grand Cayman

QUALIFICATIONS

- ◆ Direct the best use of team and sophisticated administration software.
- ◆ Probably graduate chartered accountant with at least five years experience of custodial funds administration.
- ◆ Skilled manager of resources. Familiar with advanced software packages. Dedicated to quality.
- ◆ Attracted to long-term offshore investment career. Enthusiastic, energetic, able, flexible.

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Global Asset Management Group European Technical Development Manager

Create business opportunities from changes in regulation, legislation and taxation

London

Our client is the global fund management business of one of the world's largest and most strongly capitalised banking and financial organisations. Its European retail arm has enjoyed substantial growth, and was rated as the best performing unit trust management business over the last ten years in a recent independent survey.

A high quality, professional marketing team is being created to spearhead the drive for continued growth and success. The Technical Development Manager will be a key member of this team.

Reporting to the Director of Marketing, the appointed candidate will have the following key responsibilities:

- react to and anticipate new developments in regulation, legislation and taxation, keeping senior management abreast of their implications and opportunities for the business;
- represent the company's views on those matters to relevant external organisations;

Competitive salary + bonus + benefits

- advise on technical aspects of promotions and documentation for new and existing products.

Candidates must have several years relevant experience in the financial services sector, including broad exposure to regulation, legislation and taxation in the City. Technical and analytical strengths should be complemented by first rate communication skills and the initiative and creativity to foresee and capitalise on new developments.

In addition to a competitive salary, the remuneration package comprises a potentially high, performance-related bonus, car, mortgage subsidy and other benefits.

Please send a full CV in strictest confidence to GKR at the address below, quoting reference number 280 on both letter and envelope. Please enclose full details of current remuneration and availability.

GKR

SEARCH & SELECTION
CLAREBELL HOUSE, 6 CORK STREET, LONDON W1X 1PB. TEL: 071 287 2830

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HEAD OF EQUITY DERIVATIVES

Salary High

Bonus Excellent

A major City institution is seeking a highly motivated, experienced Head of Equity Derivatives to develop and expand their existing team. It is essential that you have had exposure to the European Equity Derivative Markets coupled with a thorough knowledge of derivative products both exchange traded and OTC (Liffe, MATIF and DTB). Highly qualified and "hands on" you must be able to demonstrate an impeccable track record within a prestigious financial institution where you will be currently working either as Head or Deputy Head of a team.

Candidates earning less than £100,000 (base salary) are unlikely to qualify.

Please contact Philip Ashby-Rudd for further information...

Jonathan Wren & Co. Limited, Financial Recruitment Consultants
No. 1 New Street, London EC2M 4TP Telephone 071-623 1266 Facsimile 071-626 5259

JONATHAN WREN EXECUTIVE

Senior Fund Managers

An investment challenge to match your potential

Yorkshire

Our client - one of the UK's premier companies with a total fund portfolio of \$1.3 billion - has significantly increased their pension assets following the decision to move all activities inhouse. To ensure the continued success of the fund, the client now requires two experienced overseas equity managers.

You will join a small team enjoying considerable autonomy and responsibility for investment selection. Although a systematic and disciplined style is essential you will also demonstrate an innovative approach and strong sell motivation.

Snegotiable + car + benefits

Of graduate calibre with a minimum of 3 years fund management experience, and a relevant professional qualification, you will have a successful track record. Your diplomacy, personal credibility and capacity for innovation will distinguish you from the field and illustrate your suitability for this senior role.

If you have the qualities to make the most of this position please write with CV, salary details and the name of any company to whom your details should not be sent, to: Mike Hunter, MSL Advertising Services Ltd, Ebor Court, Westgate, Leeds LS1 4ND.

MSL Advertising

MIS/Technical Support Manager

C. £40K, + Bonus + Benefits City Location

Excellent opportunity for an individual to be responsible for the Project Management of enhancements and new developments on a Portfolio Accounting System. In addition to coordination and implementation of voice and data communications, market data, LAN and WAN.

Candidate would need to have a university degree, high degree of numeracy, work well under pressure as part of a team or independently. Ideally computer literacy in HP, VAX, PCs and MAC's together with associated software, some experience in systems integration useful.

Candidate will work in conjunction with New York office to manage WAN and maintain HP3000 as 'hot site' for NY. Strategy and vision for the future development of this new site would be ideal.

Please send your CV to Peak Consulting, Glen House 200-208 Tottenham Court Road, London W1P 9LA Tel 071 323 4770 & Fax 071 323 5643.

Leading US Securities Firm seeks
US GOVERNMENT SECURITIES TRADER
with at least 5 years experience, extensive knowledge of trading strategies specific to US market, and excellent interpersonal skills, since the firm emphasises teamwork. Salary is \$100,000 PA plus incentives and the benefits package is competitive. Please send CV to:

Karen Draper, 37 Lombard Street, London EC3V 9DH

INVESTMENT ANALYSTS HONG KONG AND TOKYO

Fidelity is one of the world's largest independent fund management organizations, responsible for over US\$250 billion for our investors worldwide.

Working as part of our research team in Tokyo or Hong Kong you will provide investment recommendations to Fidelity's fund managers worldwide. Specifically, your responsibilities will include the analysis of a sector or a country within Asia. The successful candidate will have the opportunity to take on fund management responsibilities.

Applicants should be able to demonstrate a strong commitment to fund management and have a minimum of three years' experience. An MBA would be an advantage, but is not requisite for those candidates with previous extensive experience. Fluent English and either Japanese or Chinese (Mandarin or other dialect) depending on the location are essential.

Fidelity Investments provides an excellent remuneration package and attractive benefit arrangements.

Please apply with full career details and salary expectations to: Human Resources Manager - Asia, Fidelity Investments Management (HK) Ltd, 16th Floor, Citibank Tower, 3 Garden Road, Central, Hong Kong.



Henkel-Ecolab offers you the optimum performance/value ratio for your skills

What makes this position interesting:

There are few other assignments which afford such extensive opportunities to develop strategic and operational skills.

The objective of this position is to provide constructive recommendations and assistance to management through analysis of its operating, monitoring and accounting practices.

Key Tasks Include:

- Development, planning, supervision and documentation of assigned audits
- Designing recommendations for improving corporate profitability
- Assessing the status of significant recommendations and communicating the progress made to Top Management
- Participating with the financial management group in

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GmbH & Co. OHG
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z.H. Andrea Hafesstring
Postfach 13 04 05
D-40554 Düsseldorf



As a Senior Internal Auditor (Accounting, MIS or related degree/equivalent work experience)

Teaching and Counselling Opportunities (part-time)

WITH THE OPEN BUSINESS SCHOOL

Are you interested in working with highly motivated managers who are making a considerable personal investment in studying for a management qualification in their spare time?

The Open Business School has approximately 20,000 registrations a year from such managers on its Certificate, Diploma and MBA programmes and has vacancies for part-time study in many areas but particularly finance throughout the UK and in major European cities. In particular, we are looking for those resident near Barcelona, Brussels, Dusseldorf, Frankfurt, Geneva, Hamburg, Lisbon, Luxembourg, Milan, Munich, Paris, The Hague, Vienna and Zurich.

The tutor's role is to run a limited number of group tutorials, mark and comment on assignments, provide occasional telephone support and teach at residential schools. These activities generally take place outside normal working hours.

The ideal tutor has considerable management experience, teaching or training experience and a relevant management or professional qualification. He or she has skills in facilitating small group learning and enjoys developing managers.

Appointments will be made in early Autumn for courses commencing November 1994 (Certificate and Diploma) and February 1995 (MBA).

To obtain the application package, please send your name and address on a postcard to: The Tutors' Office (Ref: OBS/10), The Open University, PO Box 473, Walton Hall, Milton Keynes MK7 6BJ.

As part of the University's Equal Opportunities Action Plan we are striving to provide a barrier-free working environment and we therefore welcome applications from disabled people.

Equal Opportunity is University Policy



Bloomberg BUSINESS NEWS

Editors

Global News Service

Based London

Bloomberg Business News, a 24-hour global news service, seeks experienced editors for its London bureau.

Qualified editors will have at least three years experience at a top financial news service or newspaper and will have in-depth knowledge of the business world and financial markets of at least one major European country.

Candidates with strong knowledge of London's financial markets and U.K. companies are especially sought.

Depending on experience, responsibilities will range from line-editing copy to making assignments and managing a reporting staff that files from 12 European bureaus through a central editing desk in London.

Interested applicants should send or fax resumes and any clips to The Freshman Consultancy, quoting reference FT/S/94.

FRESHMAN

The Freshman Consultancy, Coppergate House, 16 Brune Street, London E1 7NQ.

Telephone: 071-721 7361 Facsimile: 071-721 7362

EQUITY RESEARCH

Opportunity for experienced analysts to switch sector with top securities house

Our client is a leading UK name with a highly regarded research product distributed internationally. As part of their increasing integration of securities and corporate finance they wish to strengthen their coverage of certain major sectors and seek several outstanding analysts.

You should be a numerate graduate, aged 27-32 with a minimum of three years equity research experience. Current sector of specialisation is less important than your ability to grasp the dynamics of a major industry, analyse its companies in perspective and produce high quality research.

For an initial discussion in confidence, please contact us quoting ref 4945 at 20 Cousin Lane, London, EC4R 3TE. Telephone 071-236 7307 or Fax 071-489 1130.

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Il candidato possiederà una laurea ed avrà
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analoga, di primarie strutture.

Il candidato dovrà essere fluente in
Italiano ed Inglese.

Si prega di inviare un C.V. e dettagli
di retribuzione attuale a Box A2018,
Financial Times, One Southwark Bridge,
London SE1 9HL

Senior Product Manager

Brussels

Since 1968 J P Morgan has operated Euroclear, the world's largest clearance and settlement system for internationally traded securities. The firm's recruitment policy of developing individuals of the highest calibre has been a significant factor in its success. To facilitate this process there is a requirement for an exceptional Senior Product Manager/Research Manager to be based in Euroclear in Brussels.

A strategic role of this nature will require a graduate, preferably with an MBA or accounting qualifications, with approximately 5 years industry exposure and product knowledge. It is likely that this person will currently be working for a global custodian and have experience in either product management, operations or a network management function. Fluency in a second language would be advantageous.

The successful applicant who will have excellent verbal and written communication skills along with the poise and ability to communicate with staff and clients at all levels, will be

JPMorgan

ECON

Quantitative Investment Management

Wells Fargo Nikko Investment Advisors Limited was established in London in 1991 to reinforce the group's commitment to the highest quality client service in Europe and to continue to build leadership in the field of quantitative investment management.

With its headquarters in San Francisco, Wells Fargo Nikko Investment Advisors is the largest and most experienced manager of index and quantitative funds in the world. On a global basis, the group manages total assets of over £100 billion on behalf of 500 institutional clients.

The success of Wells Fargo Nikko Investment Advisors is attributed to its ability to engineer investment solutions for its clients through creating, transforming and sharing knowledge.

Continued expansion of its European business now gives rise to three new positions in its London offices. Successful candidates will work as part of a small team in a fast changing and challenging environment.

The company is an equal opportunities employer.

Research Officer

Reporting to the Chief Investment Officer in London, the Research Officer will be responsible for developing and adapting existing WFNIA strategies and products for European investors. The successful candidate will join the group's existing, highly experienced, global quantitative research team, supporting an evolving product development plan.

The Research Officer will be highly numerate, educated to at least Masters level in an appropriate scientific discipline and experienced in the application of advanced quantitative techniques to the development and operation of systematic investment products.

Effective oral and written presentation skills are required.

Business Development Associate

Reporting to the Marketing Director, the Business Development Associate will join an existing team of four involved with client service and new business acquisition in Europe. The successful candidate will work with the marketing staff on the identification and development of new business opportunities both on the Continent and in the UK.

The individual will have gained experience in a similar role and must be familiar with quantitative investment management techniques. He or she must have the maturity and ability to communicate at a senior level. Education should be to degree standard and fluency in a second European language would be an asset.

Client Reporting Associate

Responsible to the Compliance and Finance Officer, the Client Reporting Associate's role will be to ensure that client reporting is efficient, accurate and timely. This will include responsibility for unit trust reporting and maintenance of the associated formal records.

Knowledge pertaining to the investments industries is preferred. The Client Reporting Associate will be educated to the equivalent of degree standard.

All candidates should submit a detailed resume by Thursday 19th May to:
The Recruitment Officer
Wells Fargo Nikko Investment Advisors Limited
135 Fleet Street, London EC4A 2BZ

Wells Fargo Nikko Investment Advisors Limited

GLOBAL INVESTMENT BANK COMPLIANCE ADVISORS

LONDON

EXCELLENT PACKAGE

Our client is widely acknowledged as being pre-eminent in international financial markets. A creative and innovative approach has lead to significant growth and global expansion.

The development of core businesses has resulted in the emergence of a number of exceptional opportunities for compliance professionals to join the organisation's central compliance and business divisions.

Ideally, candidates will possess an accountancy, legal or consultancy background gained within a major firm, financial institution or regulatory body, coupled with a sound knowledge and experience of the following areas:

- Rules of the Securities & Futures Authority and Stock Exchange
- Domestic and International Securities, Derivatives and Commodities Markets

Successful applicants will be expected to work independently in the development of policies and the running of projects on a pan-european basis and, as providers of compliance services, will need to develop and sustain in-house relationships at all levels, as well as external relationships with regulatory bodies and clients. It is therefore essential that candidates can demonstrate academic aptitude, sound commercial awareness, ambition and the interpersonal skills to succeed within a team orientated environment.

This assignment is being handled exclusively by Nicola Will (Banking Division) and Simon Bankey on behalf of Robert Walters Associates. For further information, in complete confidence, please contact them on 071-379 3333 (confidential fax 071-915 8714), or write to 25 Bedford Street, London WC2E 9EP.

ROBERT WALTERS ASSOCIATES

FINANCIAL

FIELD C

ECONOMIC ANALYSIS

RESEARCH ASSISTANT

Goldman Sachs enjoys a global reputation as one of the world's leading securities and investment banking firms. This reputation is built upon the skills, creativity and dedication of its people and can only be maintained with a commitment to recruit the best person for every job. This commitment is reflected in the quality of our research which is an essential ingredient in our continuing success.

Our Economics Department now seeks a talented young research professional to join their established and successful economic research group. The role is a demanding one with fixed monthly deadlines requiring excellent PC skills and a capacity for long hours. Responsibilities will include contributing to economic research projects primarily focused on the collection and analysis of relevant data, and co-ordinating the production of subsequent research reports. Reporting to the head

of the Economics Department, the incumbent will be expected to perform a broad research assistance role for the group as a whole.

To be considered for this position you must possess a relevant degree, and preferably have at least 1-2 years experience in a similar role within the financial services or public sector. In addition you must be highly numerate and PC literate.

An excellent compensation package is offered reflecting the calibre of individual we wish to attract.

Please apply in writing, enclosing a full curriculum vitae and quoting reference G320205/5 to: Jo Sutherland, Barkers Response and Assessment, 30 Farringdon Street, London EC4A 4EA. Tel: 071-306 0678.



We are the largest bank in Germany which concentrates on offering a broad range of products and services exclusively to private consumers in over 300 branches. Our innovative banking technology and our emphasis on customer service has resulted in the tremendous growth of our business in the past.

We are looking for a motivated professional to join our Treasury team as a

Chief Dealer

Düsseldorf, Germany

Your responsibilities

As head of the treasury transaction unit and manager of a team, you will manage the interest and FX rate risk and ensure the liquidity position of all German consumer vehicles. Using treasury MIS you will develop funding/exposure management recommendations and hedge capital exposure. As well as being responsible for the investment and held-for-sale bond portfolio you will be expected to deliver a well-running security brokerage service and assist in the development of the risk management function.

If you are interested, please send your C.V. and a covering letter with details of your salary history to Citibank Privatkunden AG, Berlich Personal, Kasernenstrasse 10, 40213 Düsseldorf. If you have any questions, please do not hesitate to contact Alison Benjatschek, Tel: 0211-8964-475.



So leicht geht das.

FIXED INCOME ARBITRAGE

International Investment Bank - London based Competitive salary & full benefits package

An opportunity has arisen for a numerate investment professional to join the highly successful proprietary trading team of a London based international bank. The department has a significant and long established presence in the fixed income markets of both the US and Europe, with a particular emphasis on credit and anomaly-driven arbitrage trading. It wishes to expand its coverage of the Eurobond market.

The Position
You will join a young, enthusiastic and analytically talented team with a wide ranging mandate, in which individual initiative is actively encouraged.

Ultimate responsibility will be for running a number of multi-currency fixed income arbitrage books, as well as actively participating in the team's investment activities. Formal training will be provided, but

responsibility will be given quickly and you will be expected to develop further our Eurobond arbitrage business.

Qualifications
A numerate and spreadsheet-literate graduate, you will have had a minimum of three years' experience in credit/capital markets at a major financial institution, ideally including some demonstrable involvement with fixed income products. Experience of corporate credit analysis, preferably after formal credit training, would be an advantage.

Please write, with full cv, to Alan D. Spillman, Director, Ref: 6019, Versutus Advertising, 1 Hurst Court, High Street, Ripley, Surrey, GU23 6AY. In a covering letter, please state any company to which your application should not be sent.



FIELD CREDIT MANAGERS

Continued expansion has created two new positions in one of the UK's leading financial services organisations. The company provides credit to a national network of motor dealerships and is seeking to strengthen the regional teams with these two key appointments.

You will be required to work closely with the Dealership network providing a focal point for all aspects of funding and risk control. This will entail annual reviews, monitoring existing and negotiating new facilities, and identifying and reporting on variances. This is a home-based role which will require substantial travel in your region.

Candidates should have a full understanding of risk-management, negotiating securities and interpreting balance sheets and other financial statements. Knowledge of commercial lending or the motor trade would be beneficial, but is not essential. You should be qualified (or part qualified) in accountancy or be an ACIB, and be seeking to develop your career within a dynamic commercially-orientated business.

The company offers an excellent benefits package, including attractive salary, bonus, car, BUPA, preferential mortgage scheme, and contributory pension scheme.

Please send your CV, in confidence to: Tim Smith, Theaker Monro & Newman, Regency Court, 62-66 Deansgate, Manchester, M3 2EN quoting current salary and ref: 3079.

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responsibility is just
the beginning...

BUSINESS ANALYST

c.£25k.

Birmingham City Council
The City Council maintains a wide range of services, including social services, health, education, leisure, environment, planning, transport, regeneration, and business services.

In the face of competitive tendering for local government services, Birmingham Housing Department has more than held its own - developing commercial practices that have helped retain contracts in-house. Having already bid successfully for several key services within the Department, we are now determined to extend this record to other business areas.

Building on this foundation of experience of CCT and extensive business planning processes, your brief is to make sure that we continue to develop our success. A role with real commercial challenge true, but also other critical responsibilities - such as helping us maintain our commitment to social housing, and improve management services to over 106,000 council-owned properties.

Clearly, such an objective will only be achieved by balancing public accountability with commercial viability. Working at the hub of our business planning process, you will bring these two together - in particular by evolving practices to sharpen up our work but never at the expense of our principles. Among other elements, this will involve competitor and market analysis, and - in close liaison with business managers - assisting in completing a review of our own internal procedures and practices: no small task

in a business with a 'turnover' of some £383 million.

An influential team player, your authority will be derived from your interpersonal skills and expertise. A confident and articulate individual therefore, you'll need a proven track record in business planning, ideally supported with an MBA and/or experience as a management accountant. We're interested in talented people from any background, but ideally, if you know our business already then that will be an advantage.

If so, you could be instrumental in advancing further our commercial edge. You'll also find professional reward and development. The job is offered on the basis of a 3 year fixed term contract, with the possibility of a permanent appointment.

Informal enquiries to Adrienne Roberts, Head of Business Services, on 021-355 4595.

Application forms and further details are available (quoting ref. H153) from Personnel, Housing Department, Louis Ryland House, 44 Newhall Street, Birmingham B3 3JL, or telephone 021-235 4053/021-235 3971 (24 hour answering machine).

Closing Date: 6th June 1994.

INVESTMENT PROFESSIONAL MONEY FUNDS PORTFOLIO MANAGEMENT

Hildenborough, Kent.

Competitive Salary + Benefits

As part of the world's largest independent investment management organisation, Fidelity Investments can offer the opportunity and the environment in which both your individual and company objectives can be achieved. To meet their continuous and innovative product development targets Fidelity has created a new department focused on its Money Funds, and is now seeking to complement its team with a high calibre Money Markets professional.

The position involves:

- Managing and developing a team of Money Market Dealers/Analysts,
- Constructing investment trading strategies to maximise client returns,
- Developing the Money Market product range, with the Portfolio Manager.

The ideal candidate will be a professional Money Market Manager, with:

- A Degree or relevant, Banking or professional qualifications.
- Extensive knowledge of International Money Market instruments.
- 5 years post qualifications experience in either International portfolio management or Money Market trading.

The successful candidate will also be able to demonstrate a balanced range of personal attributes - strong communication, presentation and persuasive skills - combined with an ability to see finer points of detail as well as the broad picture.

If you fulfil the above criteria, please send a current Curriculum Vitae to our Advising Consultant Jackie Osborne at Michelangelo Associates, 36 Whitefriars Street, London EC4Y 8BH. Fax: 071 583 6531.

All direct responses will be forwarded to Michelangelo Associates.



Investments

Private Banking Operation

Credit Analyst

Luxembourg

Our client is the private banking arm of a major investment house and services high net worth individuals throughout the world. The bank is poised for rapid growth and now seeks an experienced Credit Analyst to augment its existing team. The successful candidate will be competitively remunerated and will receive full assistance with relocation expenses.

THE APPOINTMENT

- Evaluate and approve credits and feasibility of supporting collateral.
- Work proactively with marketing officers worldwide to ensure further profitable growth of the business.
- Develop and apply risk evaluation tools and credit policies for loan and portfolio analysis.
- Manage and develop a small team of credit administrators.

Please apply in writing with a full CV and salary details, quoting reference 90728/A, to Susannah Truswell.

K/F ASSOCIATES
Selection & Search

THE REQUIREMENTS

- A graduate with at least five years' experience in credit and risk analysis.
- Broad understanding of financial markets and products and ideally some exposure to secured lending.
- Highly analytical with well developed communication skills and a strong profit orientation.
- Fluent in English, preferably with a command of French and/or German.

K/F ASSOCIATES
Selection & Search

PRIVATE CLIENT EXECUTIVES

Allied Provincial is one of the largest domestic private client stockbrokers with 23 branches throughout the UK. We are currently wishing to expand our highly successful private client operations in London.

Settlement is through a Model 'B' clearer and the necessary systems are in place for Rolling Settlement. The company supervises and manages £5,000 million of client funds, of which £260 million is in PEP's.

Applicants must be committed to maintaining our acknowledged reputation for providing clients with a close, personal service.

If you are interested in joining our growing, professional organisation, please write with full CV to the Personnel Department, Allied Provincial Securities Limited, 51/55 Gresham Street, London EC2V 7EH.



ALLIED PROVINCIAL SECURITIES LTD

Members of The London Stock Exchange & The Securities & Futures Authority
Local Roots, National Strengths

SHIP FINANCE MARKETING MANAGER

London

A substantial shipping organisation, established in London for nearly 80 years, seeks to appoint a Ship Finance Marketing Manager. The candidate should be a mature person able to deal diplomatically with foreign nationals and should have a substantial career record in banking or venture finance. The job will entail a considerable amount of travel and involvement with Eastern Europe.

The company already has a well-established and highly successful Marine Insurance Division but now wishes to set up a dedicated Ship Finance Division to benefit from its excellent relationship with many foreign shipowners.

This position represents an exciting challenge and an opportunity to be involved in large projects such as the replacement of the CTS merchant fleet. An attractive remuneration package will apply with usual large company benefits.

Applications in writing to:

Box A2026, Financial Times, One Southwark Bridge, London SE1 9HL.

SALES EXECUTIVE/EMERGING MARKETS

A leading firm of international stockbrokers, based in the City of London, is seeking to recruit a sales executive to join their rapidly expanding Emerging Markets division. Applicants, in addition to being degree qualified, will have a minimum of five years experience in Corporate Finance/Braking, significant knowledge of the financial markets of Taiwan and Greater China and be able to converse fluently in both Mandarin and English. Candidates will have excellent marketing skills and be able to demonstrate the drive and determination to succeed in this fast-moving and exciting market. The salary and an attractive benefits package will be commensurate with the required skills and experience.

Applications should be submitted in writing, enclosing a current CV to: Box A2027, Financial Times, One Southwark Bridge, London SE1 9HL.



Kredietfinance Corporation Limited, Guildford
credit manager
attractive salary + car + bonus

Kredietfinance Corporation Ltd is the UK leasing subsidiary of Kredietbank NV, based in Belgium and one of Europe's most progressive banks. Kredietfinance Corporation Ltd operates three main trading divisions, Corporate Finance, Wholesale Finance and Commercial Mortgages.

As part of its commitment to expand its business within the UK market, Kredietfinance Corporation Ltd now seeks to recruit an experienced Credit Manager.

the position

Reporting to the Head of Credit & Operations, the Credit Manager will be responsible for the consistent application of the company's credit policies, the efficient communication of these policies to all the company's introducing sources and to ensure the Credit Department is fully capable of responding to the demands of customers and intermediaries. The Credit Manager will also be responsible for the accurate documentation and underwriting, within mandate, of all applications received and for supervision of a small team of experienced analysts.

the profile

The ideal candidate will have a minimum of 5-7 years experience gained within a leading finance house, leasing company or bank. This important role requires a detailed technical knowledge of leasing finance and documentation, a hands on management style combined with the ability to work under pressure and to effectively communicate credit decisions to all levels. The position offers excellent opportunities for further career development.

If you are interested in the above position please send your CV to Head of Credit at the address below or call Olan Cremin on 0483 504290 for an initial discussion.

Kredietfinance Corporation Limited, 14-15 Quarry Street, Guildford, Surrey GU1 3UY

MANAGEMENT CONSULTANTS

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up to £50,000 + benefits

Management Consultancy at Touche Ross is possibly the most rewarding way you can utilise your knowledge and experience within the Banking sector.

We are looking for accountants and industry specialists who have broad experience of line management or financial management in the sector. Successful applicants will be high achievers who have demonstrated an ability to shape their own careers, aged between 25 and 35, and educated to graduate standard, you should have an impressive track record gained in a banking environment. You will need to respond intellectually and practically to an exacting workload. You should have the ability to define problems rigorously, and produce innovative, yet commercially sound solutions. Since you will be working closely with our blue-chip clients, you should also have effective communication skills and the presence to carry your project through.

The rewards are a stimulating and varied career with excellent prospects in an open and meritocratic structure.

Please send a comprehensive CV, quoting reference 3392 to: Stuart Rosen, Touche Ross Consultancy Recruitment, Friary Court, 65 Crutched Friars, London EC3N 2NP!

EXCELLENT EXPAT PACKAGE
UKRAINE

Our client is an international FMCG group and has recently acquired 100% and 65% of two tobacco processing operations in the Ukraine. They now wish to appoint two

GENERAL MANAGERS

on a two year contract basis to act as internal consultants in the areas of commercial management and MIS development and to provide overall business assistance to the Russian Managing Director at each site. The appointed candidates will be involved in the day to day decision making in respect of resource management, investments, financial management and operational control.

The ideal candidates will be mature businessmen (age 55/60) who have a proven track record in the successful integration of East European businesses into western operations. They will be excellent communicators and will be able to achieve through persuasion. They will be analytical and will have sound commercial knowledge and a good understanding of the financial aspects of manufacturing operations. A good knowledge of Russian and/or Ukrainian is essential.

An excellent expatriate remuneration package is on offer.

Please write in confidence, enclosing career and salary details to:

Management Select, A-1190 Vienna, Gatterburggasse 6, AUSTRIA
 Tel: +43 1 369 87 50 Fax: +43 1 369 87 52 14

APPOINTMENTS
ADVERTISING

appears in the
 UK edition every
 Wednesday & Thursday
 and in the International edition
 every Friday
 For further information
 please call:

Gareth Jones
 on 071 873 3779
 Andrew Stacey
 on 071 873 4054
 Philip Wrigley
 on 071 873 3351
 Joanne Gerrard
 on 071 873 4153

RECRUITMENT CONSULTANTS GROUP
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Fax No. 071-256 8501

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A challenging and broad ranging appointment

GLOBAL SETTLEMENTS
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£25,000-£30,000

WELL-KNOWN INVESTMENT COMPANY

Our client manages investment trust, unit trust and life assurance funds as well as dealing portfolios, which are very active and invested in the full range of markets and instruments. The brief is broad, with responsibility for tracking the trading processing for equity and bond settlements, with active FX support, corporate actions and cash management. Applicants must have a minimum of 3 years' global markets settlements experience, with a focus on FX and a knowledge of futures margining and payments. This experience is likely to have been gained with a fund management house or in trade settlements with a custodian bank. The department works as a team and we seek a candidate with strong supervisory and computer skills, who will be prepared to cover for the Manager in his absence and to train in all aspects of the work. Initial remuneration is negotiable £25,000-£30,000 and good benefits package.

Applications in strict confidence under reference GSS384/FT to the Managing Director, ACP.

Financial planning with an international perspective

TOWRY LAW

Towry Law Financial Planning Ltd - International Division is part of the Towry Law Group, one of the UK's leading independent financial service organisations. Committed to the on-going development of our international client base, we are seeking to strengthen the International Team with high calibre professionals capable of making a major contribution and reaping significant rewards.

International Financial Consultants

OTE Average £60K UK Based

Your brief will focus on the provision of a first class financial planning service to both existing and prospective personal and corporate internationally based clients. Providing an astute and well researched service, regarding clients' existing portfolios, you will continually seek to develop new business opportunities.

A naturally persuasive and confident communicator, in addition to liaising directly with clients you will seek to establish new business leads from marketing and seminar activity, which you will run two/three times a year. Outstanding communication and public speaking skills are therefore imperative and will enable you to present your services and those of Towry Law to international audiences.

Clearly these are no ordinary consultancy roles. We require mature, articulate professionals capable of identifying suitable products through liaison with European investment groups or by talking to European companies about their product portfolios. The ability to prepare articles for

If you possess the impressive track record that these opportunities demand, you are invited to forward your letter of application and CV to Alison Cripps, Divisional Director, Towry Law plc, Towry Law House, 57 High Street, Windsor, Berkshire SL4 1LX.

Talk to Towry Law
Independent Professional Advice

Towry Law Financial Planning Ltd - International Division
 A Prudential Member
 Established since 1958 with offices in Windsor, Edinburgh, Glasgow, Leeds, Birmingham, Belfast.

CORPORATE FINANCE
Exceptional Career Opportunity

Our Corporate Finance Unit is the leader in Ireland today. Our activities include acquisitions and mergers, public issues, project finance and general financial advice. Our clients are Ireland's major companies in both the private and public sectors.

We now seek to recruit an executive for our Belfast office. Candidates will be Honours Graduate in the 28/32 age group, and ideally have an M.B.A. or other post graduate qualification. Previous experience is essential.

Determination, good communication skills, self reliance and commitment are essential qualities for assured success in this position. The ability to work as a member of a team with minimum supervision is also required.

We offer excellent career opportunities and a first class benefits package. If you feel that your background meets the requirements of this demanding position, please send a detailed curriculum vitae to:

Mr. R.J. Healy,
 Associate Director - Personnel,
 The Investment Bank of Ireland Ltd,
 26 Fitzwilliam Place,
 Dublin 2, Ireland.

IBI

THE INVESTMENT BANK OF IRELAND LIMITED

APPOINTMENTS WANTED

GERMANY

RETIED PILOT, BRITISH SUBJECT, RESIDENT OF GERMANY FOR THE PAST 28 YEARS. FLUENT GERMAN, WITH COMPLETE FURNISHED OFFICE INCLUDING COMPUTER AND FAX. LOOKING FOR SOME TYPE OF LUCRATIVE OCCUPATION, MAYBE ASSISTING A UK FIRM SEEKING A FOOTHOLD IN GERMANY.

PLEASE FAX: 010-49-6183-75162

CORPORATE FINANCE EXECUTIVE

Over the past two years Culmness Mahon & Co. Limited has re-created a track record of Corporate Finance business principally acting for medium-sized quoted companies. During this period its client list has grown very substantially and, consequently, the Corporate Finance Department makes a major profit contribution to the Merchant Bank. Continuing high levels of activity mean that the Corporate Finance Department now requires an additional executive to work alongside the directors and their junior colleagues. The Corporate Finance Department is structured and managed to provide maximum opportunities for involvement in all aspects of Corporate Finance activity.

Applicants should be newly qualified accountants, articled with one of the leading U.K. firms, with first time passes, impeccable academic qualifications and advanced computer modelling abilities. Good communication skills, flexibility and the commitment to work in a demanding and pressurised environment will also be essential. Remuneration will be in line with market rates, but significant bonuses could be available since these are directly linked to the Corporate Finance Department's performance.

Please apply in writing with a full CV to:

Veronica Burwood
 Director, Group Personnel
 Culmness Mahon & Co. Limited
 32 St. Mary at Hill
 London
 EC2P 5AJ

STRICTLY NO AGENCIES

GUINNESS MAHON & CO. LIMITED

THE CONSULTING GROUP (INTERNATIONAL) LIMITED

Branch Manager, Retail Sales
i.r.o. £110,000 pa + bonus

Our client, a leading international broking firm, wishes to recruit a Branch Manager for their retail broking operation, based in Central London. To manage this office, which currently employs 40+ sales professionals producing in excess of £15 million pa in sales commissions, they are looking to appoint an experienced Retail Sales Manager, who will be able to build on the branch's success in marketing the full range of the company's sophisticated financial services products to an extensive international client list.

The successful candidate will have a proven track record and a minimum of 7 years' North American experience in a similar position with a major US broker/dealer. The appointee must be able to demonstrate solid career progression with recent experience of recruiting, managing and motivating a Financial Services sales and marketing team, identifying new client prospects and investment products to achieve maximum market penetration in this extremely competitive sector whilst containing costs and managing P&L. Minimum qualifications are Series 3 (Branch Manager).

If you believe that you have the management skills and market expertise required to make an immediate impact in this highly regulated environment, please contact:

Mr Peter Evans, Managing Director,
 The Consulting Group (International) Limited,
 98 Cannon Street, London EC4N 6EU. Tel: 071 929 0001 Fax: 071 929 0002.

LONDON • NEW YORK • HONG KONG • SINGAPORE

GE Capital

CREDIT SPECIALIST

Attractive Package

London

Your brief will centre around the analysis and approval of credit applications, carefully assessing and collating all relevant business information and legal and tax implications before recommending appropriate deal structures.

To date, your career will highlight your wide-ranging experience of credit gained within the Banking or Leasing field in Germany or the UK, and your intimate knowledge of German business culture and etiquette will prove invaluable to your success.

Naturally, fluent German will complement your effective communication skills as you negotiate credit issues and reviews with a variety of vendors and customers, and your assistance of the internal collections department will be welcomed in client discussions.

An attractive benefits package including full relocation assistance is applicable.

Please contact our consultant Ruth Almond at CSA Management Consultants on 0256 818811 or write to us enclosing a full CV to Vickers House, Pricetley Road, Basingstoke, Hants RG24 9NP.

GE Capital

An Equal Opportunity Employer.
 *Not connected with the English company of a similar name.

PARIBAS CAPITAL MARKETS QUANTITATIVE ANALYST

Banque Paribas is a leading international wholesale banking group operating in nearly 60 countries. Its core activities comprise corporate banking, capital markets, advisory services and asset management.

Paribas Capital Markets constitutes a significant part of the bank's world-wide operations, and as a genuine international business draws on the expertise of over 1600 staff in London, Paris, New York, Tokyo, Frankfurt, Geneva, Singapore and Sydney. It provides a comprehensive range of products and services in the primary and secondary bond and equity markets, currency and interest rate swaps and options, fixed income and equity derivative products and specialised instruments.

As a direct result of expansion and an increase in trading activities, a number of challenging opportunities have arisen in the "Methods Group" attached to the Risk Management Department. Heavily involved in the strategic development of risk infrastructure, the role of this group is mainly to develop a consistent framework of risk methods and procedures across activities and locations.

Liaising with senior management and traders, the successful candidates will need to have a pro-active approach to work, highly developed communication skills,

and be able to 'add value' to the risk management operation. Specific responsibilities will include:

- definition and development of standard 'core' risk methods in liaison with the different trading desks and locations
- review and testing of exotic pricing models
- documentation of and training in risk techniques and procedures
- technical support of risk managers and traders.

The ideal candidate should have a minimum of 3 years experience in research, trading or technology for a major bank or securities house. A strong mathematical background is essential.

The salary and benefits package will be tailored to attract those individuals who are able to contribute directly to the continued success and profitability of our business.

To discuss these positions in greater detail, please contact our retained advisors Jon Vonk or Mike Shoebridge at Marks Sattin Financial Recruitment Consultants, 18 Hanover Street, London W1R 9HG. Tel 071-408 1312 or 081-965 6513 (Eves/Weekends). Fax 071-355 4501.

INTERNATIONAL EQUITY INVESTMENT London

Clerical Medical Investment Group currently manages funds valued at approximately £11 billion. A significant proportion is invested in international equities which are managed by the overseas team, based in central London.

As a result of our continuing success, we now have the following opportunities.

Latin American Fund Manager

As a member of the overseas team you will have specific responsibility for the management of the Group's Latin American equity investments. In the medium term there is also the prospect of assuming responsibility for investment in other emerging markets.

You should be a graduate with a good honours degree with two to three years' investment experience, preferably including fund management. Knowledge of Latin American markets is desirable though not essential. Foreign language skills would be extremely useful.

Trainee Investment Analysts

We have vacancies on our North American, European and South East Asian teams.

You will join one of these teams in a supporting capacity, initially undertaking research and administration tasks. As you gain more experience you will be given increased responsibilities which should eventually lead to fund management.

To qualify you should be a graduate with around two years' industrial or commercial experience. A financial background is not essential, although you should be highly numerate, computer literate and comfortable with spreadsheets. We will also be looking for excellent oral and written communication skills, an analytical mind and a genuine interest in investment management. Foreign language skills would be extremely useful.

We offer highly competitive salaries and a benefits package which includes a non-contributory pension scheme, private health insurance and a mortgage subsidy.

Please write with full CV to Nick Morgan, Group Personnel Department, Clerical Medical Investment Group, 15 St James's Square, London SW1Y 4LQ.

**Clerical Medical
INVESTMENT GROUP**
THE CHOICE OF THE PROFESSIONAL

Senior Risk Managers

Treasury, Equity and Capital Markets
Competitive salaries + benefits • City

NatWest Markets is the worldwide corporate and investment banking arm of the National Westminster Bank Group. Our trading and sales businesses include Equities, Capital Markets and Treasury. We offer diverse exposure in all aspects of risk management and are now looking for Senior Risk Managers, whose responsibilities will be to advise and deal with the structuring, trading and counterparty assessment of Equity, Interest Rate, FX and Commodity Derivatives. Your role will be highly influential in the bank's strategy towards risk management. Experience should include at least two years' exposure to derivative products, which could come from trading or selling these products. Ideally, you will have practical project management skills, with knowledge of all business aspects of trading support.

Please apply in confidence, enclosing your CV, quoting ref: FB 1105, to: Freddy Balgarnie, Human Resources, NatWest Markets, 135 Bishopsgate, London EC2M 3UR.

NW
NATWEST MARKETS
Corporate & Investment Banking

BAILLIE GIFFORD

Baillie Gifford is one of the UK's leading firms of investment managers and currently enjoying strong growth in funds under management. We now have an excellent opportunity for a marketing professional in:

UNIT TRUST MARKETING London

You will be responsible for attracting business to Baillie Gifford's range of retail products, including unit trusts and investment trusts. The successful candidate is likely to have a good knowledge of the investment business and experience in selling to professional investors and intermediaries.

The position is London based, working in a small team, but is likely to involve travel to other parts of the UK including regular contact with Baillie Gifford's head office in Edinburgh.

Please apply, enclosing full CV and current package to Ron Daniel, at:

Baillie Gifford & Co,
1 Rutland Court,
Edinburgh EH3 8EY.
Tel: 031-222 4000
Fax: 031-222 4099

Closing date for applications:
Friday 20th May 1994.

**BAILLIE
GIFFORD
& Co**
Investment Managers

FINANCIAL TIMES TELEVISION PRODUCER/REPORTER

Financial Times Television is urgently seeking an experienced, well-motivated, cost aware, producer to run a lively new flagship weekly programme. Aimed at an international business and investor audience, it will be distributed in various editions via a number of significant TV outlets, including terrestrial, cable and satellite, narrowcast and airline in-flight.

The person we are seeking must display a knowledge of global business, management and investment issues as well as a keen appreciation of the needs of the discerning viewer. Preference is likely to be given to those with television production experience, although those with a proven track record in financial journalism may apply.

The contract will initially be until the end of 1994 and an appropriate salary will be paid.

RADIO PRODUCER/PRESENTER

Financial Times Television is also seeking a financial journalist to work with Nicholas Leonard on our new radio service. He or she must have a good knowledge of British and European business and the stock markets, as well as an acceptable broadcasting voice.

Applications in writing and with full CV to:

Colin Chapman
Managing Director
Financial Times Television
Teddington Studios
Broom Road, Teddington
Middlesex TW11 9NT



European Bank Lending Division

The City

£ neg

Our Client, a major European Regional Bank, and part of a leading European banking group with a well established London Branch, is now looking to expand due to increased levels of business via its lending division.

Public Sector

Age: 25-35

A highly motivated team member is sought to assist the Director responsible for marketing and managing the Bank's activities with Local Authorities, Housing Associations, Education and Health sectors. Public Sector based Project Finance, Charities, Tax and Trusts. The successful candidate will provide support within a flexible team environment in marketing, negotiating, client and transaction management and syndication. He/she will also be responsible for the preparation of credit applications for new transactions, liaising with the Director of the Credit department.

He/she is likely to be a graduate with prior credit training and a minimum of two years banking experience. A CIPFA qualification would prove advantageous.

Business Development

Age: 25-35

To assist the Head of Department responsible for marketing and managing the Bank's activities in the following areas: Synthetic Assets, Syndications, non-public Sector Project Finance and Financial Institutions. He/she will also be responsible for preparation of credit applications in this business area liaising with the Director of the Credit department. He/she is likely to be a graduate with at least three years banking experience. Marketing skills and prior credit training are pre-requisites. An MBA or ACIB qualification would prove advantageous.

Please reply in the first instance to James D'Arcy at Overton Shirley & Barry Limited, Prince Rupert House, 64 Queen Street, London EC4R 1AD. Tel: 071 248 0355. Fax: 071 489 1102.

**OVERTON SHIRLEY
& BARRY**

INTERNATIONAL SEARCH AND SELECTION

Financial Services Regulation

Enforcement Lawyers

City

IMRO - Investment Management

Regulatory Organisation Limited - was established under the Financial Services Act. IMRO's objective is to protect investors by setting and promoting high standards of integrity, competence and solvency for its Members and by monitoring and enforcing those standards effectively and efficiently. Members, numbering around 1100, include fund managers, unit trust managers, pension fund managers, venture capital companies, banks and trustee companies.

Our Enforcement Department is responsible for conducting detailed investigations into the affairs of IMRO Members and for preparing and presenting disciplinary and intervention proceedings before IMRO's committees and tribunals.

We now require additional lawyers capable of assisting with and leading

investigations. Candidates must be professionally qualified solicitors or barristers with experience in commercial investigations or financial services and have good oral and written communication skills, together with a commitment to investor protection.

A fully competitive remuneration package will be offered, including non-contributory pension, life assurance and private medical insurance. There are excellent opportunities for further progression, based on performance.

Please write (under confidential cover) with a curriculum vitae, including salary, stating your reasons for applying and how you meet our requirements, to: Roben Charleston, Head of Personnel, IMRO, Broadwalk House, 6 Appold Street, London EC2A 2AA. Please quote reference number ENF94/05.

IMRO

Investment Liaison Manager

£30,000 - £35,000 pa + car

Our client, a major asset management company and part of one of the world's largest life insurance groups, wishes to appoint an investment liaison manager. The primary task will be to act as a link between the London-based investment management company and the group's UK retail outlets to ensure that those responsible for promoting the various investment products are well informed as to their scope and performance. The job therefore entails considerable emphasis on the making of presentations to those in the field as well as the provision of written material featuring the investment aspects of the products and the maintenance of a telephone advisory service.

To apply, please write enclosing a CV to: IMR Recruitment Consultants, No. 1 Northumberland Avenue, Trafalgar Square, London WC2N 5BW (tel: 071-872 5447).

**I
M
R**

INVESTMENT MANAGEMENT RESOURCES

THAI EQUITY SALES - LONDON & SINGAPORE

DBS Securities has vacancies in London and Singapore for a Thai Equity Salesperson to complement its specialist Thai research and sales team, which works as an independent research group within DBS Securities.

The task will be to promote, and often help to originate the company's detailed and sophisticated analysis of Thai companies to an established clientele of institutions.

The rewards will include a generous profit participation in the Thai business in addition to compensation commensurate with experience and achievement in Asian broking, corporate finance or business.

The applicant may have knowledge of Thailand or other emerging markets, but other backgrounds will be considered. The key requirements are commonsense, numeracy, knowledge of basic accounting and economics and an ability to communicate ideas.

Please write, enclosing your CV, to:
Christopher Rowe, DBS Securities UK Ltd,
70 Cannon Street, London EC4N 6AE
or telephone him on 071 329 8797.

DBS SECURITIES

WRITER: MARKETING & PR

CSC Index, the international management consultancy that pioneered Business Reengineering, has a reputation for innovation, creativity and an unconventional approach to problem-solving. We would like to add some equally exceptional writing and press relations skills to our marketing team.

Based in central London, the successful candidate will work closely with the marketing communications manager to help promote the firm and its services in Europe. Primary responsibilities will include writing articles and case studies for the company's publications and for outside journals; creating brochures, newsletters, and other marketing materials; and liaising with the press.

The ideal candidate will have:

- Senior level experience in business journalism, marketing and/or public relations.
- Excellent writing skills and the ability to turn complex concepts into prose that senior business executives will find compelling.
- The ability to work independently and proactively.
- Well-developed interpersonal and communications skills.
- A good degree, preferably in communications or journalism.
- Fluency in German and French.

Salary and benefits package are highly competitive and include bonus, car, contributory pension and life assurance scheme, permanent health insurance and medical health insurance.

Written applications, enclosing detailed CV, writing samples and any other relevant information, should be sent to the first instance to: Richard Gaskell at Charter Search & Selection Ltd, 28 Mortimer Street, London WIN 7RA. Tel: 071-636-5444.

CSC Index

INTERNATIONAL ECONOMIST - BONDS
London

Société Générale Strauss Turnbull Securities (SGST) is the London securities arm of the Société Générale group, and is a leading player in bonds, equities and derivatives.

As part of the expansion of the Bond Division of SGST, we are looking for an international economist to assist the Senior International Economist in the analysis of the major international bond markets.

The position requires a good understanding of macro-economics coupled with the ability to express ideas about market trends in a way that is readily accessible to both our customers and our dealing room. It is a vital part of the job to be able to write clearly and to meet deadlines. Previous knowledge of the bond markets would be useful but is by no means essential.

Academic requirements for the position are a good first degree in economics and preferably also a Masters degree. The successful candidate is likely to be in his/her mid-twenties with two to three years experience in either the public or private sector. A competitive salary package will be offered. Applications, enclosing a CV and details of current salary package, should be addressed to: Dr Brian Hilliard, Senior International Economist, Société Générale Strauss Turnbull Securities, Exchange House, 1 Primrose Street, Broadgate, London EC2A 2DD.



SOCIÉTÉ GÉNÉRALE STRAUSS TURNBULL SECURITIES LTD

Société Générale Strauss Turnbull Securities Ltd is a member of the Securities and Futures Authority, the London Stock Exchange and International Securities Market Association



2 cadres haut niveau

POUR RENFORCER SON SIÈGE À PARIS BILINGUE FRANÇAIS-ANGLAIS NATIONALITÉ EUROPÉENNE

■ TRÉSORIER FRONT-OFFICE
35 ans ou plus, vous avez des responsabilités dans la Direction des Marchés Internationaux d'une banque ou dans la Direction de la Trésorerie Délivres d'une organisation ou d'une entreprise multinationale et avez une expérience diversifiée des marchés financiers ainsi qu'une bonne connaissance des produits dérivés. Homme de confiance, vous êtes reconnu pour votre fiabilité et la sûreté de votre jugement.

Venez rejoindre notre Direction Financière qui gère une trésorerie en devises de plusieurs milliards d'Euros et des émissions à court terme sur le marché des Euro-obligations et contribuer activement à l'Assets Liabilities Management (ALM) de l'institution. (réf. 542/TF)

■ SPÉIALISTE BACK-OFFICE (TRÉSORERIE)
Âgé de 35 ans ou plus, formation supérieure, vous avez une maîtrise diversifiée des opérations de marchés (devises, obligataire, produits dérivés) et avez une expérience minimale de sept ans de la gestion du back-office d'une salle de marchés ou d'une trésorerie de groupe international et de son informatisation. Rigoureux et résistant, on vous reconnaît excellent organisateur et animateur d'équipe.

Venez participer au renforcement et à la gestion du système de traitement et de contrôle des opérations de trésorerie.

■ Les deux postes relèvent du statut de Fonctionnaire International.

Merci d'adresser votre dossier de candidature (CV + rémunération actuelle + n° de téléphone) en précisant sur l'enveloppe la réf. du poste choisi à COMMUNIQUE - 5054 rue de Sèvres 92513 BOULOGNE BILLANCOURT Cedex - FRANCE.

BBC NEWS

Presenter/Correspondents

Lunchtime Business Programme

News and Current Affairs is looking for three presenter /correspondents for its new lunchtime business programme to launch in September. Applicants will need extensive knowledge of at least one of the following subjects:

Business and Industry
Finance, Markets and the inner workings of the City
Personal Finance and Consumer Affairs

They will already be working as journalists or similar in these fields, but not necessarily in broadcasting.

We want people with a well-worked contacts book and a desire to transfer their experience to network television.

The lunchtime programme will report all these subjects in their broadcast sense from all over Britain. The programme will also report on new technology and its business implications.

These posts will be offered on a fixed-term contract basis.

Experience is likely to merit a salary package in excess of £40,000 p.a. Based London.

For further information contact the Editor, Paul Gibbs c/o Business Breakfast, Room 7095, Television Centre, Wood Lane, London W12 7EJ. Tel: 081 576 7232

For an application form send a postcard (quinte ref. 15259/F) by May 19th to BBC Recruitment Services, PO Box 7000, London W12 7ZB. Tel: 081 749 7000

Ministers and MPs are welcome.

Applications would be particularly welcome from suitably experienced women, people from ethnic minorities and people with disabilities who are currently under-represented at this level in News and Current Affairs.

Application forms to be returned by May 23rd.

WORKING FOR EQUALITY OF OPPORTUNITY

MERIDIAN
ECONOMIST
£25,000 + Package

Top int'l investment bank based in London is recruiting a graduate to work alongside a renowned Economist. You will need at least one year's experience ideally with an investment house or government body.

Please call Alex Sheffield
on 071 255 1555
(24 Museum Street,
London WC1A 1JT)

RECRUITMENT CONSULTANTS

STOCKBROKERS
Private ■ Independent
(Est. 1944)
London • Torquay • Bristol

Require SFA Registered
Representatives with quality
business and/or contacts.

Remuneration highly negotiable.

In confidence, please write to:

Personnel Officer, Clifton
Stockbrokers Ltd,
5 Parkhill Road, Torquay,
Devon TQ1 2AN

Investment Analysts

US Equities

Age 23-28

Our client, a major British stockbroker, has a number of vacancies for investment analysts to join their expanding North American department. One will have specialist knowledge of the energy sector.

The firm plays a major role in raising equity and long-term debt finance for British and overseas companies, including US corporations. It has a significant and expanding international business and has a substantial commitment to equity research.

Candidates will naturally be fully conversant with the US investment scene and will be well equipped to represent the firm at meetings in North America. Aged 23-28, they will have a high standard of education and a good degree. They are likely now to be working with a major investment institution. This could be either a bank or an insurance company. However, candidates from other relevant backgrounds, including accountancy, will be considered. This is a career opportunity and calls for confident, presentable, highly numerate individuals with first-class communication skills.

Please apply to: Jock Courn, Career Plan Ltd, 33 John's Mews, London, WC1N 2NS.
Tel: 071-242 5775. Fax: 071-831 7623.

**Career
plan**

Personnel Consultants

INVESTMENT
CAREER OPPORTUNITIES
IN SCOTLAND

THE COMPANY

Based in Perth and one of the UK's major insurance companies, General Accident p.l.c. employs around 25,000 people in over 40 countries worldwide with a branch network throughout the UK. As one of the UK's leading financial institutions, we are a major fund manager in our own right with over £1bn of funds under management from Associate members of the IIMR or equivalents.

THE BENEFITS

The company offers a first class benefits package which includes performance related pay, subsidised mortgage, profit sharing scheme, non-contributory pension and assistance with relocation expenses where applicable. The purpose built Head Office further provides excellent working facilities including an extensive sports complex.

Please apply in writing with full Curriculum Vitae by 27th May to:

Doreen Fell
GA Investment Management Services Ltd.
General Accident
Pitmeavie, Perth, Scotland PH2 0NH

GA

General Accident

COMPLIANCE EXECUTIVE

Competitive Package

London

Barings is a global investment banking group combining the merchant banking business of Baring Brothers and the international securities business of Baring Securities.

To further the development of our compliance department, we wish to recruit a compliance executive. Reporting to the Head of Compliance, this role will provide an opportunity to work part of a team with responsibility for all aspects of the investment banking business.

The successful candidate will have a good working knowledge of the SFA rules, in particular those involving client money and conduct of business. Knowledge of the Yellow Book and the TAKE-OVER CODE would be an added advantage. Self-motivation and excellent communication skills are essential for this role.

Candidates should be of graduate calibre (possibly with a professional qualification) with at least two years' compliance experience gained with either a regulator or a banking or securities house.

Interested applicants should send a full CV including current salary details to: Ms Narinder Gill, Personnel Department, Barings Securities Limited, 1 America Square, London EC3N 2LT.



DEPUTY GENERAL MANAGER

EXCELLENT PACKAGE

BARROW-IN-FURNESS
CUMBRIA

The Furness Building Society is seeking to appoint a Deputy General Manager

This is an exceptional opportunity to join, at executive level, a progressive organisation with assets exceeding £330 million.

The position entails direct involvement in every aspect of managing a traditional, independent building society with an extensive regional presence in Cumbria and the North West.

The successful applicant will have appropriate professional qualifications and experience. Please forward full personal and career details, including current remuneration, in confidence to:

Mr J W Wood,
General Manager,
Furness Building Society,
51-55 Duke Street
Barrow-in-Furness,
Cumbria
LA14 1RT

FURNESS
BUILDING SOCIETY

UK FIXED INTEREST RESEARCH

AMP Asset Management is a major City-based fund management operation, with £18 billion in funds under management invested across all major international markets. We are part of the worldwide group of the Australian Mutual Provident Society. We are currently seeking to recruit a bond specialist to join our UK Fixed Interest team and participate in our continuing success in marketing products in this area. You would have responsibility in three areas:

- enhancing the decision-making process through economic and bond modelling
- researching world-wide bond markets for innovative fixed interest products
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FINANCIAL TIMES FRIDAY MAY 13 1994

VII

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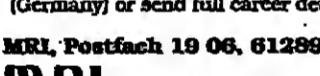
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PHILIPS

ACCOUNTANCY COLUMN

A conservative view from the north side

Andrew Jack suggests Coopers & Lybrand's new chairman will seek organic rather than radical change

Two expensive arch-roofed, high-technology structures stand facing each other in central London. Both sit on the River Thames, on opposite banks. Both span railway tracks. The similarities do not end there.

On the south side is the temporary terminal for the long-postponed Channel Tunnel, trial runs of which began this month.

On the north side is Embankment Place, British headquarters of Coopers & Lybrand, the UK's largest accountancy firm, which acquired a new boss at the start of this month.

Judging by the views of Mr Peter Smith, Coopers' newly-appointed chairman, his organisation is as likely to be subject to lengthy delays without change as is its neighbour.

Sitting last week in his office overlooking the Thames and reflecting on his first few days, Mr Smith lists themes familiar to his firm and those of his competitors, rather than providing any hint of radical change in the coming months. "You won't suddenly have people here with pink-spotted ties," he says.

Smith was elected late last year to a five-year term (which he hopes will be renewed) in Coopers' first contested battle for the top job in the firm. He joined in 1987 after gaining a degree in economics from Southampton University, became a partner in 1975 and rose to become head of the London office in 1989.

He is politically active, holding several jobs with the Beaconsfield Constituency Conservative Association

and is lead partner for the firm's work as auditor and adviser to Conservative Central Office.

Internally, he puts forward three objectives for Coopers during his time in office: being the best; remaining a full service firm rather than concentrating on niches; and bringing together multi-disciplinary teams organised around business sectors so that "it is the client who is supreme".

He says he will not have been judged to have done his job unless the firm expands at a greater rate than the forecast rate of growth in the UK economy of 2 to 3 per cent a year. He also aims to "grow profits".

Smith's approach sounds very similar to that of many of his rivals. The question is whether he can achieve it better in an enormous, and some say unwieldy, organisation of 700 partners, which last year reported fee income down 4.2 per cent to £850m.

The stronger international networks are epitomised by Arthur Andersen's single worldwide organisation, and schooled in recent restructuring by Price Waterhouse and Ernst & Young. The "industry-facing" groups have already been most prominently adopted by KPMG Peat Marwick.

There are some distinguishing characteristics. Smith suggests that Coopers will have "priority markets" where it believes there will be greatest growth, including telecoms, insurance, retailing and the regulated industries.

He also highlights (like the Andersen organisation) what he calls "human resource advisory services",

providing actuarial and personal tax advice and other management services related to the installation of new systems and corporate restructuring.

"There was a period when there was an element of jumping on the bandwagon - that if you don't do this you may lose your position," he says. "Now we are looking for growth in key markets. The 1990s is going to be distinctly different."

The success of Coopers' strategy will partly depend on Smith himself, who highlighted the results of a personality test he had taken in a manifesto circulated to his partners during his election contest last year.

He test classified him as "introverted sensing with thinking".

He characterised among other things as: "Serious, quiet, matter-of-fact, logical, realistic and dependable. Make up their own minds as to what should be accomplished and work toward it steadily regardless of protests and distractions".

In the manifesto, which he described as a "Maoist style self-criticism", he said he had worked to improve his listening skills since the test, but warned that he could be "tough and decisive when the need arises".

Smith argues that there will be growing differentiation between the large accountancy firms, as they gravitate into markets where the competition comes from non-accountants. This will make fee income tables comparing the firms meaningless.

"The old measuring points are beginning to be a bit redundant. They

are a bit of a pig's breakfast at the moment. I don't see that it makes sense to aggregate high level intellectually-based consultancy services with bungers of people running computers," he says.

Internally, he is fostering more work to develop non-financial indicators to assess performance. "Financial numbers have become totems. I am anxious to avoid the feeling that people are driven by the need to sell services. Otherwise they get very close to being double-glazing salesmen."

One transformation he emphasises is the growing dominance of technology within Coopers. "The service firms poured millions of pounds into technology but it's very unclear whether they gained advantage in internal management. The secretarial resource level is as it was."

He says Coopers has signed agreements for the development of customised software to support its work in areas such as tax and auditing. He wants to see all working papers put on computer.

Smith sees no return to the "profligate" 1980s when people were collected by the firms, but he expects recruitment of students more closely tied to the firm's objectives to begin rising gently again, coupled with a commitment to greater training.

Organisational, he says there are no plans for a change in the number of offices around the UK, but he predicts that each will become less a fiefdom in its own right with most services provided regionally. On two of the firm's more notorious

episodes in recent years, Smith is defensive. Last month Coopers was issued with writs by the administrators to Maxwell Communication Corporation in connection with its audits of the company for 1987 and 1988.

"We have done our reviews," he says. "The joint monitoring unit [the audit regulators] has reviewed certain parts of our business and concluded that nothing requires rectification. They probably found the odd thing but have not cast any doubt on our underlying procedures. I have no problem with the quality of the Coopers audit."

Two Coopers partners were also reprimanded by their professional body for accepting the administration of Polly Peck International when the firm was already working for the company and Mr Asil Nadir, its former chairman.

"Our conflict of interest procedures at the time of the merger [with Deloitte Haskins & Sells] didn't give us the information that was necessary," he says. "We are in compliance to the full now. I don't think it impinges in any way on the firm's integrity."

That leaves Smith with two more public campaigns. The first is his support for the big firm's call to limit their liability in audit negligence lawsuits. The second is his desire to restore judgment to a profession being driven by an increasing number of rules, notably in accounting standards - two issues that will be welcomed by his accounting competitors.

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Chief Financial Officer

The Company

This world class organisation has demonstrated enterprise and endeavour above that of its most challenging competitors. By using a unique management style they have harnessed local manpower and resources to produce a thriving trading environment that continues to grow in profitability and size. The Moscow operation of 160 staff is a key element of their global operations. The strategic importance of this office, related domestic companies and the ever increasing transaction levels has lead to the creation of this role.

The Role

Working within a matrix management structure, you will combine management responsibility and accountability at the most senior levels within the group. Western style financial management systems have already been initiated. You will direct the financial and administrative policy onto its next phase of development. This will include adding new dimensions to the accounting and control of foreign and local currency trading activities. Beyond this challenging position further senior management prospects exist throughout the group.

The Person

You will have a recognised accounting qualification alongside a minimum of five years experience in financial management and accounting systems. Your comprehensive technical knowledge and financial acumen will be supported by strong leadership skills and the ability to persuade, influence and direct the line management of the company. Clear thinking and confidence in your own ability are absolute pre-requisites. Strong preference will be given to candidates with experience of working in Central and Eastern Europe and those with Russian language ability.

Please send a full resume with covering letter to the address/fax below quoting reference FT2170. All applications will be treated in strictest confidence.



ANTAL INTERNATIONAL
Executive Recruitment

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An Exceptional Opportunity in Operational Review

Global Entertainment Group

c. £45,000 + Car

Our client, a leading international entertainment and media organisation, is a household name and is synonymous with its chosen sector. A dynamic management team coupled with innovative marketing strategies has been effective in producing accelerated organic/acquisitive growth, leading to substantial business opportunities globally. The company culture is both competitive and highly entrepreneurial.

Recent internal promotion has generated the need to augment the management team with the appointment of a Manager - London Office. Reporting to the Vice President of this high profile function and managing a team of qualified accountants, the person will immediately assume responsibility for the overall approach to, and organisation of review activities on an international basis. The aim is to initiate change to improve operational effectiveness and profitability. Specifically, this will incorporate the management and co-ordination of organisational review programmes, operational reviews of business units, and extensive ad hoc projects including post acquisition reviews. Extensive liaison with subsidiary Managing and Finance Directors is envisaged.

This opportunity will appeal to a qualified accountant (aged 28-33) with an outstanding record of achievement to date, either within a commercial environment or Big 6 public practice firm. The ability to liaise at the most senior levels of management is an absolute prerequisite, as is the desire to develop a career in a challenging and changing environment.

The benefits include an attractive remuneration package together with fully expensed car and the potential to progress rapidly to a senior line role within the group.

Interested applicants should write in strict confidence to Brian Hamill or David Craig, forwarding a brief resume to Walker Hamill at 29-30 Kingly Street, London W1R 5LB, quoting ref: BH1006.

WALKER HAMILL
Executive Selection

29-30 Kingly Street
 London W1R 5LB
 Tel: 071 287 6285
 Fax: 071 287 6270

£100,000 package
+ benefitsDiversified Retail and
Services Group

North West

Chief Financial Officer

Successful £600m+ Group with a portfolio of both retail and service businesses throughout the Midlands and North West seeks an outstanding finance professional to provide focus and control. Real opportunity to contribute to the commercial success of an established, profitable business.

THE ROLE

- Reporting to the Chief Executive. Key member of the executive team. Responsible for the financial management and performance of the Group.
- Providing tight and effective financial guidelines to each subsidiary division. Close involvement in IT, property and strategic management.
- Manage a broad range of external advisors. Establish close and effective relationships with senior operating managers.

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Manchester 061 499 1700Selector Europe
Spencer StuartPlease apply with full details to:
Selector Europe, Ref. 21117944,
Addington Court, Oldham Business Park,
Skipton Road, Oldham OL2 5LG

THE QUALIFICATIONS

- Qualified accountant, late 30s - late 40s, with a distinguished record of financial management in a decentralised commercial group. Previous retail and IT experience advantageous.
- Strong technical accounting skills, having introduced and managed effective financial controls in a variety of different environments and cultures. Able to bring analytical rigour and commercial insight to wide-ranging operational and business issues.
- Mature and determined with excellent managerial, interpersonal and communication skills.

c. £85,000 package

Financial Services

London

Head of Financial Accounting - Treasury

Demanding intellectual and managerial challenge for a first-class professional in one of the UK's leading bank treasuries. The organisation has been a leader in the use of complex structured instruments and pioneered a number of innovative risk strategies for which it has gained significant market recognition. Managing a highly committed team of young accounting professionals in this very successful and fast-moving business group. Outstanding room to lead significant change with good career prospects.

THE ROLE

- Responsible to the Treasury Finance Director for statutory and monthly accounts. Spearheading technical and managerial initiatives in accounting policies and statutory presentation for a team of c. 30.
- Key role as a principal user in systems specification and implementation and provider of support for the development of strategic business proposals. Solving complex treasury accounting problems with innovation and flair.
- Working closely with senior managers across the organisation.

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London W1 3EE

- Top-flight, technically outstanding graduate ACA. A proven track record leading a successful accounting team within a progressive, blue-chip UK or US investment bank. High quality experience of accounting for complex treasury instruments.
- Disciplined business-oriented analyst and planner with strong record of building and leading a team through significant change. Well-developed systems skills essential. US reporting experience desirable.
- Accomplished networker with positive personality and excellent communication and influencing skills. Ambitious to work with outstanding professional leadership in a major development role.

To £45,000 +
excellent benefitse ENGLISH
PARTNERSHIPSNorth of
England

Chief Accountant

English Partnerships brings together English Estates, City Grant and Derelict Land Grant, to create one single integrated agency for the regeneration of land and property throughout England. Launched in April 1994 with initial funding of £250m, it has six regions with a central support function to stimulate investment and create jobs through reclamation of unused land or buildings and promotion of subsequent development opportunities. A new appointment, with professional development opportunities, to head-up the central accounting team in this powerful new organisation.

THE ROLE

- Reporting to the Finance & Administration Director, responsible for the development and management of the central accounting function with an expenditure programme of c. £250m.
- Produce accurate and effective financial and management accounts and ensure compliance with government guidelines and best accounting practice. Working closely with DfE and external advisors to maximise value for money.
- Review financial reporting processes and play a proactive role in financial appraisal, cashflow management and taxation issues. Develop the central accounting team to meet future requirements.

Leeds 0532 307774
London 071 493 1238
Manchester 061 499 1700Selector Europe
Spencer StuartPlease apply with full details to:
Selector Europe, Ref. 21117944,
Gladstone House, Oldmoor Close,
Lancaster Park, Leeds LS16 6QY

The Employment Department Group is a major government organisation, with more than 60,000 staff working in the Department of Employment, the Employment Service, the Health and Safety Executive and the Advisory, Conciliation and Arbitration Service. Its overall aim is to support economic growth by promoting a competitive, efficient and flexible labour market.

As part of a continuing drive to increase its professionalism, the Department is combining a number of existing responsibilities in a new post of Head of Accountancy and Financial Services reporting to its Director of Finance and Resource Management. The post-holder will be responsible for advising senior management in the Department on all key accounting issues as well as for the line management of the Department's Financial Services Branch comprising some 400 staff.

The successful candidate must be a fully qualified accountant with membership of one of the six CCAB bodies, and a proven record of management and transaction effectiveness, probably in a large, high transaction accounting environment within a major company or organisation. If or she will be technically up to date, have the experience and maturity to manage large scale organisations and systems and will have very good communication skills.

This is an unusual and challenging opportunity for a permanent, senior-level appointment in a major government department. The initial remuneration will be c.£50,000, though more may be available for an exceptional candidate. The post will be located in central London, or possibly at Runcorn, Cheshire, where the majority of the staff are based.

The Employment Department Group is an equal opportunity employer. Please apply, in confidence, to David Thompson, giving full career, personal and salary details, by the closing date, May 25th.

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One of the UK's leading firms of accountants and management consultants, Coopers & Lybrand is also a major provider of corporate finance services. Our large, dedicated team of high calibre professionals is committed to making deals happen, and as demand for our services continues to increase, we're looking to add to our strength in our Birmingham and Nottingham offices.

We advise on the full range of corporate finance activities, including management buy-outs/buy-ins, mergers & acquisitions, disposals, fund raising and flotation. Experience in one or more of these areas is preferred, but more importantly, you will have the commercial acumen, and exceptional interpersonal and negotiation skills to gain credibility with our clients.

Solutions
for Business

A chartered accountant with at least 2 years' post-qualification experience, you will have an impressive background in accountancy, venture capital or industry, plus excellent academic credentials. In addition, we will look for drive and initiative, as you will have every chance to make your mark in an area which has a high profile within our firm.

We also offer remuneration packages which fully reflect your skills and experience, not to mention substantial scope for personal and career development. Your next move is to write to our advising consultant, Ann Mills, ACA, at Shaw Mills, Goliath, Premier House, 4th floor, 43/48 New Street, Birmingham B2 4LL, or 15 Wheeler Gate, Nottingham NG1 2NN, enclosing a full c.v., contact numbers and details of current salary. All applications will be handled in the strictest confidence.

Treasurer & Finance Manager

London

£40-45,000 + Car

Experience of working in the Oil Industry would be preferred but is not a pre-requisite.

Applicants should be able to offer both a "hands-on" approach to the business and the intellectual ability to contribute to the strategic decision-making process. Equally important are strong communication skills combined with independence, maturity and commercial awareness. The company has an open and informal management style, where performance and contribution are recognised and rewarded.

Prospects are excellent as the successful candidate should be capable of assuming the position of Finance Director within the medium term. The remuneration package is negotiable and will not be an obstacle for the perfect candidate.

Interested applicants should forward a comprehensive curriculum vitae (including salary details and day-time telephone number) quoting Ref: 188832 to Gary Watson at Michael Page Finance, 39-41 Parker Street, London, WC2B 5HL.

All applications will be treated in the strictest confidence.

Michael Page Finance

Specialists in Financial Recruitment
London Bristol Windsor St Albans Luton Bedfordshire Birmingham
Nottingham Manchester Leeds Glasgow & Worldwide

GROUP FINANCIAL
ACCOUNTANT

Our client is one of Britain's leading retailers with a turnover in excess of £8bn. The company is committed to meeting the needs of its customers through product innovation, and unrivalled quality of service, whilst also developing the talents of its employees through sound management and training practices.

The company is currently seeking to recruit a high calibre Financial Accountant to head its Group Financial Accounting team. Reporting to the Director of Corporate Accounting, this strategic role will have a direct impact on the financial planning of the Group and its external profile within the market. In addition to the production of all Group financial statements, the jobholder will provide the Board with financial summaries of Group performance, undertake project-based financial analyses and be technical advisor to the Finance Director and his senior management team.

The successful candidate will be a "Big 6" qualified Chartered Accountant with at least 3 years' post-qualification experience. He or she will have worked within the corporate accounting function of a major plc and have excellent technical skills, together with experience of complex group structures. A high level of personal drive and the ability to deliver results are essential, coupled with well developed communication skills and commercial awareness.

Please apply directly to Joan Coulter at Robert Half, Walter House, 418 The Strand, London WC2R 0PT. Telephone 071-836 3545. Fax: 071-836 4942.

£38,000
+ Car
+ Benefits

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£25,000
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Attractive Package

ESN Pension Management Group Ltd manages pension fund assets in excess of £12 billion on behalf of the Electricity Supply Pension Scheme, as well as offering full discretionary fund management to pension funds generally.

You will be responsible to the Financial Director for the whole of the Group's accounting functions and for funds under management which are held in a series of "unit trusts" for the Electricity Supply Pension Scheme. This will include management accounts, financial accounts, financial appraisals, taxation, treasury, maintenance of operating controls and introduction of IT systems.

A professionally qualified accountant with experience at senior level, you should possess the management and interpersonal skills required to succeed within a fast-moving environment. A major part of the work of the Financial Controller over the next two years will be managing the impact of the changes occurring in the Stock Market with the introduction of rolling settlements and CREST. Probably aged 30-45, you are unlikely to present to be earning less than £35,000 per annum.

If you believe that you have the necessary experience and drive and would like further information, please contact Mr W.B. Matthews, Finance Director, on 071-917 9006. Alternatively, send your full CV with details of present salary to him at 110 Buckingham Palace Road, London SW1W 9SL.



Huntingdon
c. £41,000 + car

Anglian Water has a turnover in excess of £700m, serves over 5 million customers in the UK's fastest growing region, and is rapidly developing its portfolio of overseas businesses as profitable outlets for its expertise.

Reporting to the Director of Financial Services, you will be responsible for tax management and planning throughout the Group. You will also ensure compliance with all aspects of tax regulations and optimise financial benefits to the business in all tax liability areas.

You should be a seasoned professional with around ten years' experience of wide ranging tax compliance/planning. Evidence of strengths in Corporation Tax and VAT and dealing direct with regulatory authorities is essential. A professionally qualified accountant, you should be a member of one of the leading institutions within CCAB.

Benefits are as expected of a major organisation and in addition to the quoted salary, bonus and car, include private medical cover, pension and life assurance and assistance with relocation if necessary.

To apply please send your CV to our consultant, Neil Sampson, Senior Consultant, Austin Knight (UK) Limited, Knightway House, 20 Soho Square, London W1A 1DS quoting reference A469. Telephone: 071 439 5743. Fax: 071 439 5744.



Finance Director

South West

to £55,000, car, bonus, benefits

Outstanding opportunity for commercial finance professional to make substantial impact on the operating performance of a c£30m turnover multi-site profitable principal subsidiary of a highly regarded UK publicly quoted group. Integral member of an executive team focused on maximising ongoing profitability in a competitive fast-moving consumer goods environment.

THE ROLE

- Complete responsibility for finance and IT functions to ensure accurate, timely financial reporting and control, and efficient planning mechanisms to maximise business performance.
- Lead, motivate and develop staff. Enhance production planning, forecasting and modelling techniques.
- Key member of management team with full involvement in strategic direction and general management of business.
- Develop new integrated manufacturing and costing systems.

THE QUALIFICATIONS

- Qualified Accountant Aged 33-40. Previous experience of manufacturing in a 'Blue-Chip' F.M.C.G. environment.
- Excellent man-manager, communicator and team player. Persuasive and action-centred style that achieves results.
- Proven track record of successfully managing a major finance function through a period of growth and change.
- Extensive awareness of systems applications and their contribution to profitability within sophisticated high volume manufacturing business.

Please reply in writing to BHM Search & Selection, 4th Floor, Emco House, 5/7 New York Road, Leeds LS2 7PL enclosing a full curriculum vitae and quoting Reference BHM 1007. Closing date for receipt of applications is 20th May 1994. Telephone 0532 467033. Facsimile 0532 433691.



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European Business Management Consultant Motor Industry

c£38,000 p.a. + car

Alison Associates, the leading provider of Dealer Composites information services, seeks a Management Consultant to develop the European Business Management function working on behalf of a major automotive manufacturer.

The provision of a wide range of Business Management and associated support programmes to the European Dealer Network is the primary role of this function. Dealer composite data collection has been an established and key part of our customer's franchise management process for some time. The European Business Management Consultant will be responsible for the continued development of the use, application and effective communication of BM information. This will involve a thorough understanding of the value of Business Management data at strategic decision-making level and its relevance as a signpost to performance improvement actions and measurement on a European scale.



ALISON ASSOCIATES

Southern England

The successful person will be able to demonstrate proven experience in Business Management with a volume motor vehicle franchise and may have had a period working with a volume motor dealer. A professional accountancy qualification is preferred together with good PC skills. The successful candidate must possess excellent communication skills, both written and spoken in English and in at least one other European language.

The job is based in Southern England and has a starting salary of c£38,000 p.a. and a company car.

If you believe your BM experience is equal to this high profile position write to:

Brian Hodges
Resource & Development
Resource House
8a High Street
Epsom, Surrey KT19 8AD

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Merrill Lynch

FIXED INCOME - PRODUCT CONTROL

S EXCELLENT

CITY

Merrill Lynch is a leading investment banking and securities firm with an established and significant presence in all the world's major markets. For the last five years, the company has consistently held the number one position as the largest lead underwriter of debt and equity securities worldwide. The fixed income business, principally involved in Government Bonds, Eurobonds, OTC Options, Repos and Futures, is currently experiencing a period of rapid growth. As a result, a number of outstanding opportunities for experienced professionals have arisen.

FIXED INCOME CONTROLLER

- Supervising a team of product accountants you will be responsible for:
- All aspects of Fixed Income control, reporting and accounting
 - Providing extensive liaison with the Trading Desks and Support Functions
 - Further strengthening risk and financial controls through the continuous enhancement of systems and procedures
 - Demonstrating an ability to identify possible areas for improvement and increased efficiency.

Applications for this position are invited from individuals with 3-5 years' Fixed Income experience gained from within a leading financial institution. In addition you will be a qualified accountant.

NEWLY/PART-QUALIFIED ACCOUNTANTS

Working within an integrated team of professionals you will undertake the following responsibilities:

- Profit and Loss Reporting
- Risk Analysis
- Market-to-Market verification
- Review of daily cost of carry
- Systems enhancement and development

For these positions, graduates possessing or currently working towards the ACCA, ACA or CIMA qualification will be of interest. It is envisaged that you will have a minimum of 1 year's Fixed Income experience gained either from within the industry or a "Big Six" accountancy firm.

ROBERT WALTERS ASSOCIATES

Financial Controller

c£40,000 + car

City

Our client is a small, high-profile, not-for-profit organisation with strong commercial and City links. Established in 1992, it provides a wide range of services for companies and individuals including conferences, seminars and publications. Its current revenues are around £2m.

The Financial Controller will report to the Chief Executive and be a key member of the senior management team. The brief will be to develop a well-controlled finance function, producing timely management information and supporting the Board in its business planning. Key tasks will be to upgrade the systems, improve project costing and manage the cash flow and treasury requirements. You will also act as Company Secretary and work

closely with the Chief Executive on one-off projects.

Candidates should be qualified accountants of graduate calibre, ideally in the 28-35 age range. They should have strong experience of reporting and control, preferably gained within a service/retail business, and be comfortable in a small but fast-moving environment. We are seeking an energetic, flexible team-player with top-level credibility and the ability to introduce and manage change.

To apply, please write with full CV and current salary package, quoting Ref: A54D81, to Paul Carvosso, MSL International Limited, 32 Aybrook Street, London W1M 3JL.

MSL International

CONSULTANTS IN SEARCH AND SELECTION

Coopers & Lybrand

Executive
Resourcing

Company Secretary

c£45,000 + BENEFITS

NORTH MIDLANDS

This successful £100m industrial products manufacturer is planning a Stock Exchange listing in the autumn of this year. The group has a reputation for quality products and some 60% of its sales are overseas.

There is now a need for a full-time Company Secretary to participate in the flotation process and to perform the full range of Secretarial duties thereafter. These duties will include all statutory requirements, pensions, insurance, property, licensing and patent agreements, employment, and all legal matters generally. As indicated, there will be a significant international flavour as many of the business units are located overseas. Acquisition experience would be useful.

You will be a qualified Company Secretary or Solicitor with a sound track record in the role of Company Secretary in a commercial group. Your communication skills should be excellent and you should have a commercial approach in advising the board on a wide range of matters.

Please send full personal and career details, including current remuneration level and daytime telephone number, in confidence to John Elliott, Coopers & Lybrand Executive Resourcing Limited, 43 Temple Row, Birmingham B2 5JT quoting reference JE268 on both envelope and letter.

Une occasion exceptionnelle de s'unir à la compagnie qui est au premier rang du marché

Financial Controller

S Excellent Package

My client is the European HQ of a USA owned Group and is the UK market leader in the manufacture of sophisticated, highly versatile machinery for the agricultural and construction markets.

Key to their strategy is an ambitious growth plan for mainland Europe and this has resulted in the recent acquisition of a major privately owned French company.

To support this exciting venture the company now wishes to appoint a Financial Controller who will integrate the French business into the Group's rigorous financial control and auditing regime.

Broaden a pure accounting role, the position demands a constant contribution to the general financial management of the French company and the establishment of systems and models

Wetherby

LONDON - BIRMINGHAM - LEEDS

for monthly performance reporting and statutory auditing. The successful candidate will be an ambitious, qualified accountant aged 30-40 with excellent inter-personal skills and a determination to succeed in a competitive, manufacturing environment. In addition, it is essential that the person is fluent in both oral and written French and has an in-depth understanding of both French and UK accountancy practices and procedures.

It is emphasised that this is a growing company with an outstanding future, and that every opportunity for advancement exists.

Interested applicants should send a full CV and salary history quoting reference 90/21 to: Kevin Edge, Wetherby, Matthew Murray House, 97 Water Lane, Leeds, LS11 8GT.

ACCOUNTANT REQUIRED FOR PACKAGING COMPANY

Practical hands-on approach, with knowledge of computer systems. Preferably a final year student of a recognised accountancy qualification. Applications with current CV and salary expectations to:

Box A2019, Financial Times, One Southwark Bridge, London SE1 9HL